

REPORT

for 1914



PATRONS

Her Most Gracious Majesty QUEEN ALEXANDRA	Her Most Gracious Majesty QUEEN MARY

PATRON IN INDIA

His Excellency the Right Hon'ble the LORD HARDINGE OF PENSHURST, P C, G C B, G M S I, G M I E, G C M G, G C V O, I S O, Viceroy and Governor-General of India

PATRONESSES

Her Royal Highness THE DUCHESS OF CONNAUGHT

Her Royal Highness THE PRINCESS CHRISTIAN OF SCHLESWIG-HOLSTEIN

VICE PATRONESS

The Right Hon'ble THE COUNTESS OF MINTO, C I

CENTRAL COMMITTEE

LADY PRESIDENT

Her Excellency the Lady Hardinge of Penshurst, C I, and, after her lamented death, The Hon'ble Sir Reginald Craddock, K C S I, I C S

MEMBERS

The Hon'ble Sir Reginald Craddock, K C S I, I C S
The Hon'ble Surgeon General Sir C P Lukis, K C S I, Director General, Indian Medical Service
The Hon'ble Sir Arthur M Ker, Kt, C I E, M V O
Lieutenant Colonel Sir J R Roberts, Kt, C I E, I M S

HONORARY SECRETARY

Lieutenant Colonel Sir J R Roberts, Kt, C I E, I M S

CHIEF LADY SUPERINTENDENT

Mrs E Davies

HONORARY TREASURER

The Hon'ble Sir Arthur M Ker, Kt, C I E, M V O, Alliance Bank of Simla, Simla

HONORARY SOLICITORS

Messrs Orr, Dignam & Co, Calcutta

HOME BRANCH.

FORMERLY

Up-Country Nursing Association for Europeans in India

(ESTABLISHED 1892)

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Her Royal Highness THE PRINCESS HENRY OF BATTENBURG

GENERAL COMMITTEE.

(Home Branch)

Sir Frank Forbes Adam, C I E
The Rt Hon Lord Alington, K C V O
The Rt Hon Lord Ampthill, G C S I, G C I E
His Grace the Duke of Bedford, K G
Major General J Bonus, R E
Sir William E Cooper, C I E
The Rt Hon the Marquess of Crewe, K G, P C
The Rt Hon the Earl of Cromer, P C, G C B, G C M G, K C S I, O M, C I E
Sir Charles Crosthwaite, K C S I
W H Crowe, Esq, I C S
General Sir Charles C Egerton, G C B, D S O
The Rt Hon the Earl of Elgin and Kincardine, K G, P C, G C S I, G C I E
General Sir Alfred Gaselee, G C B, G C I E
Surgeon General Sir Launcelotte Gubbins, K C B, M V O, M B, K H S, Director General, A M S
Lieut General Sir Douglas Haig, K C V O, C B
The Lady George Hamilton, C I
The Rt Hon Lord Inchcape G C M G, K C S I, K C I E
Field Marshal the Rt Hon Viscount Kitchener of Khartoum, K P G C B, G C S I, G C M G, G C I E, O M
The Rt Hon Lord Lamington, G C M G, G C I E
The Rt Hon the Marquess of Lansdowne, K G, P C, G C S I, G C I E G C M G
Lady Luck
The Rt Hon the Earl of Northbrook, P C, G C S I
Sir Patrick Playfair, C I E
Pandeli Ralli, Esq
The Rt Hon Lord Reay, P C, G C S I, G C I E
Lieut Colonel Sir James R Dunlop Smith K C S I, C I E
Lieut General Sir Horace L Smith Dorrien, K C B D S O
Lady Winterbotham

EXECUTIVE COMMITTEE

(Home Branch)

LADY PRESIDENT

The Countess of Minto, C I

MEMBERS

Colonel Sir William S S Bisset, K C I E, R E
Lieut Colonel Sir Warren R Crooke Lawless, Kt, C I E, M D
Mrs E E Cuthell
Mrs Firebrace
Miss Haldane, LL D
Miss A Hughes
Lieut Colonel J B Hutchinson, C S I
Lady Digges La Touche
The Hon Lady Lyttelton
The Viscountess Midleton
Mrs Nelson
Mrs Sheppard

HONORARY CONSULTING SURGEON

Lieut Colonel J J Pratt, F R C S,
59, Queen Anne Street, W

HONORARY SECRETARY

Lieut Colonel Sir Warren R Crooke Lawless, Kt, C I E, M D,
Kilcrone, Cloyne, County Cork

HONORARY TREASURER

Colonel Sir William S S Bisset, K C I E, R E,
91, York Street, Westminster, S W

EXECUTIVE COMMITTEE—*contd*

HONORARY AUDITOR AND ACCOUNTANT

P A Cory, Esq ,
91, York Street, Westminster, S W

SECRETARY, SELECTION COMMITTEE

Miss Sidney Browne, R R C ,
St Andrew's House Club,
31A, Mortimer Street, London, W

BANKERS

Messrs Henry S King & Co , 65, Cornhill, E C

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ORIGIN OF PRESENT ASSOCIATION.

For the benefit of those unacquainted with the origin and growth of the Association, this explanatory note is inserted

In 1905 there was one organisation existing in the Punjab and the United Provinces called the Up Country Nursing Association for Europeans in India, which was established in 1892

This Association carried out very useful work in certain parts of India, but was hampered by want of funds For this reason it was found impossible to extend their organisation, and the urgent need for a larger number of trained nurses at charges within the reach of all classes was much required

The names of the prime movers identified with this Association to whom the public must ever be indebted are the Hon Lady Lyttelton, Lady Helen Munro Ferguson and Mrs Cuthell, while Mrs Sheppard by her indefatigable efforts and generous assistance is truly entitled to be regarded as the pioneer of a trained nursing system throughout India

The late Lady Curzon, with her keen desire to promote all that obtained for the good of India, worked energetically to provide an enlarged nursing organisation, but, principally for financial reasons, was unable, before leaving India, to bring her scheme to fruition

The Home Committee of the existing Association, recognising the need of expansion, approached Lady

Minto before she left England in 1905, and begged her assistance and co-operation. After much consideration and discussion with the Government of India, Lieutenant-Governors and Commissioners of Provinces the present Association was established.

In 1906 an appeal was made by Lady Minto to the public both in England and India to start an endowment fund. This appeal was most generously responded to. Each year the endowment fund has gradually increased, and, with the assistance of a Government grant, homes for nurses have been established in seven provinces of India and Burma, of which the original Association formed the nucleus.

To avoid confusion with other Associations, the enlarged organisation, by request of the Home Committee, was named "Lady Minto's Indian Nursing Association," carrying on the same work as before, namely, that of carefully selecting suitably trained nurses in England and making the necessary arrangements for their transfer to India.

Thus Europeans are enabled to obtain skilled nursing at moderate charges, and a sliding scale of fees was arranged, determined by the income of each patient.

If every family which has, or has had, some relative working under the Indian sun as an official, a soldier, a business man or employé of any kind, would contribute even a few shillings a year to the Association, it would be possible to support an establishment of nurses sufficient to meet the needs of even the poorest patient in the remotest parts of India.

Thus, it will be seen that the year 1914 has proved an unfortunate one for the Association, and with its close it is given us to realize sadly the wide void that we feel to day

The work throughout the year has not been as continuous as during 1913, and this has been due in the main to a fairly healthy season Small ailments, not calling for the presence of a Nurse, have not been wanting, but, apparently, for a time, there was comparative immunity from the more serious types of illness In July, however, the demands for the services of the Nursing Sisters became more numerous, and this, in its turn, was again followed by a period of slackness Satisfactory progress in the work of the Association has been made in certain directions New Centres have sprung into existence, Nyaunghla (Lower Burma) and Chittagong, the latter having been established at the close of December after much delay, and the Nursing Staff also was increased in response to local demands as well as to meet the needs of the new Centres It was moreover brought up to full strength during the month of May by means of recruitment from home as well as in India and our anxieties on account of shortage extending over many months, at last consequently disappeared

The zeal and devoted energies of the various Honorary Secretaries and Provincial Committees to promote the interests of the Nursing Association deserve most cordial thanks The untiring efforts to ensure its success must be gratefully noted, its general development and progress being largely dependent upon them

The map, too, which accompanies this report, as well as the reproduction of the photograph of Her

Excellency the late Lady Hardinge of Penshurst, have been prepared under the orders of the Surveyor General of India, and warm thanks are due to Major Coldstream, R E, and to the Survey Department for all the trouble they have taken

Messrs Orr, Dignam & Co, Honorary Solicitors, have earned the most cordial thanks of the President and the Members of the Central Committee for their most important and helpful advice given so generously on two occasions during the past year

Grateful acknowledgments are due to the Honorary Treasurer for his unceasing and valuable assistance and cordial thanks must likewise be extended to those who, in the absence of Mr W J Litster on leave, have kindly undertaken the latter's duties

The artistic manner in which this Report is produced reflects the greatest credit upon Mr J J Meikle Superintendent, and Mr W MacKenzie, the Deputy Superintendent, Government Printing, India, who have always executed all printing demands with the kindliest promptitude

The commendable patriotism of the Nursing Staff has been amply evidenced by their applications to be allowed to proceed on active service This has been most gratifying to the Members of the Central Committee, but fortunately the necessity for this has not so far arisen

The Association has to battle with certain difficulties from which other Nursing bodies are free These include the provision of homes for the Sisters, to act as Centres of distribution and to house them when not employed at a case The maintenance of these up country homes and their Superintendents is a special feature of this Association

The Sisters, while in waiting cannot very well be drafted into hospitals, and must remain a burden on the funds for the time being Although the actual buildings are provided by Local Governments, their maintenance falls upon the Association The uncertainty of employment and the varying demands for the nurses make for financial difficulty, each year and season varying in these respects Up to date it is satisfactory to know that the Association has been able to steer clear of financial embarrassment

J R ROBERTS, *Lieut Col, I M S,*
Honorary Secretary,
Lady Minto's Indian Nursing Association

VICEREGAL LODGE, DELHI
The 31st December, 1914

*REPORT OF CHIEF LADY SUPERINTENDENT.

Members of the Central Committee,—I have the honour to submit the following report for 1914 for approval —

The eighth year of the Nursing Association has now come under review, and is less difficult to deal with than its predecessor in view of the fact that we have not had to face the main anxiety of 1913, a shortage of nurses, and we have been, therefore, in a better position to meet the requirements of the public

Vicissitudes of the saddest kind, have, however, been its lot In July it sustained the loss of its Lady President in the death of the Lady Hardinge of Penshurst, a loss at once immeasurable and irreparable, and one that has made itself increasingly felt with the passing of time It would be difficult to estimate the sympathetic interest which Lady Hardinge took in the progress and general development of the Association, and to her kindly suggestions is largely owing any recent onward movement or advancement that may show itself to day

Earlier in the year we were called upon to face the loss of our esteemed Patron in England, the Earl of Minto, late Viceroy of India, with whose name is inevitably linked that of the Nursing Association for

*See pages 48 49 50, for statistics concerning return of cases attended, subscriptions, fees, etc

all time. Sympathetic messages of condolence were despatched to the Countess of Minto, to whose inception in 1906 the existence of the present Nursing Scheme is entirely due.

The Hon'ble Sir Trevredyn Wynne resigned his seat on the Central Committee in February, a couple of months prior to his departure from India, and his withdrawal has been much felt.

It is gratifying to be able to note that, with one exception, our Staff was, throughout the major portion of the year, up to its full strength. During the early summer months, however, as a result of an exceptionally healthy period, the calls for nurses were fewer than they had been for some considerable time past. Though there was a much regretted delay in its opening, the new Centre at Chittagong materialized at the close of the year, thus making, with the inclusion of Nyaunghla, the new Centre in Lower Burma, a *total of 11 Nursing Centres under the auspices of* Lady Minto's Indian Nursing Association, as against three only in January 1907.

Extra nurses have been supplied to the Burma and Bengal Branches, as well as an additional nurse for the winter season to the Hindu Rao Hospital, Delhi. Thus, progress may be fairly claimed for the Nursing Association during 1914.

The strength of the present Staff is 66, an increase of 6 over the preceding year, and the table below will more effectively demonstrate than any words the gradual unfolding of the Nursing Scheme from its inauguration in October 1906, up to the end of December 1914.

Progressive Growth of Branches and Nursing Staff between 1906 and 1914

ESTABLISHED BRANCHES, WITH DATES OF INAUGURATION.

UNITED PROVINCES
Established October 1906
Present Staff, Lady Superintendent and 9 nurses

BALUCHISTAN
Established January 1907
Present Staff, 2 nurses

CENTRAL PROVINCES
Established June 1907
Present Staff 2 nurses

CENTRAL INDIA.
Established 1908
Present Staff, 1 nurse

BURMA.
Established 1908
Present Staff, Lady Superintendent and 8 nurses

PUNJAB BRANCH
Established January 1907
Present Staff, Lady Superintendent and 13 nurses

ASSAM
Established March 1907
Present Staff Lady Superintendent and 8 nurses

RAJPUTANA
Established February 1908
Present Staff, 3 nurses

BENGAL
Established March 1910
Present Staff, Lady Superintendent and 10 nurses

Nursing Staff.

1906
1 Lady Superintendent (untrained)
6 Nursing Sisters

1907
1 Chief Lady Superintendent
3 Lady Superintendents (2 untrained)
34 Nursing Sisters

1908
1 Chief Lady Superintendent
3 Lady Superintendents (trained)
43 Nursing Sisters

1909
1 Chief Lady Superintendent
3 Lady Superintendents
48 Nursing Sisters

1910
1 Chief Lady Superintendent
3 Lady Superintendents
51 Nursing Sisters

1914
1 Chief Lady Superintendent
5 Lady Superintendents
58 Nursing Sisters

Nineteen new Sisters have been sent out from Home during the year to fill various vacancies (some of long standing), to supply the demands for increase

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1914
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58 Nursing Sisters

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of Staff, or to permit of the establishment of new Centres, whilst four have been engaged in this country, of whom two were placed on the permanent staff, and two engaged on a merely temporary basis upon special terms approved by the Central Committee.

Fourteen Nursing Sisters resigned their appointments during 1914 for one or other of the following reasons :—

Upon completion of contract	5
Marriage	2
Upon medical advice involving a return to Europe	1
Matters of private concern	5
The securing of a better appointment	1

One meeting only of the Central Committee has been held during the year, that in February at Delhi under the Presidency of Her Excellency the late Lady Hardinge of Penshurst.

Amongst items showing progress during 1914, and as a result of the kindly advocacy of Surgeon-General Sir Pardey Lukis, must be mentioned the consent of the Government of India to the examination of Nursing Sisters by the Provincial Medical Boards of the Punjab, the United Provinces, Bengal, Assam, Burma, Rajputana, and the Central Provinces, when the necessity arises of invaliding them Home, the authority for a Sister to appear before such Medical Boards being issued by the Central Committee of the Association.

Owing to the difficulties in filling vacancies from Home under a full period of six months, the three months' notice required of all Sisters engaged in India

was extended to six, that being the term demanded of Sisters brought out from home

In the interests of the Nursing Association, and with the object of rendering its service as attractive as possible, Her Excellency the late Lady President and the Central Committee sanctioned the grant of a monthly retaining fee (to be awarded upon resumption of duty) to Lady Superintendents when proceeding on leave, subject to the proviso of completed contract with a pledge for a further period of service, the amount of the retaining fee to be the difference between the salary per mensem of the permanent Lady Superintendent and that of her *locum tenens*

Bihar and Orissa —Nothing further in the direction of the establishment of a Branch has been accomplished during the past year, and it is to be apprehended that the outbreak of the war will reduce the chances of the inauguration of a Centre in the immediate future The proximity of a great part of the province, and especially of the Jheria coalfield, to Calcutta renders the matter less urgent from a local point of view than is the case in other provinces

Hyderabad (Deccan) —Disappointment has been keenly felt in regard to the failure to start this Centre, as was hoped, in November last, but the development of the great European struggle has sadly interfered with our Nursing schemes

The Nurses were requisitioned and reached India in November, but it was found that, owing to the withdrawal of the troops from Secunderabad and neighbourhood with the consequent difficulty of collecting a sufficiency of subscriptions, the initiation of this Centre had become impossible for the time being

Punjab Branch—The same complaint as that emanating from other Branches has also issued from this Centre, namely, the slackness of work from about the middle of March owing to the universally healthy season, but from July there was a change, calls be coming numerous, and a general briskness superseding the period of comparative inactivity.

Three new Sisters from Home have joined this Branch during the past 12 months One Sister, Miss Rowling, severed her connection somewhat suddenly in May, her home affairs demanding a return to Europe, whilst another, Miss Macfarlane, was trans ferred to Jalpaiguri, the needs of the Association necessitating this move, and a third, Miss Lanyon, became a member of this Staff in November from Calcutta, the damp climate of Bengal having proved in her case too trying Her arrival filled the vacancy created by the departure of Miss Skinner for an appointment in the Hindu Rao Hospital at Delhi

Lady O Dwyer has kindly exhibited personal interest in the progress of this Branch by paying a visit to the Home in Rawalpindi last April Such visits obviously are sources of great encouragement, and it is unnecessary to add how much they are appreciated

The move to Murree was made at the close of April, and the return to Rawalpindi was effected in the third week in October

With the sanction of the Lady President and the Provincial Committee I visited the headquarters of this Centre in the latter half of October

Both homes are extremely comfortable, and the proposed addition of a cement floor to the verandah

surrounding the home at Rawalpindi will make a great and much needed improvement

The Nursing Staff have achieved a well earned popularity amongst both Medical Officers and patients This is gratifying, and undoubtedly will act as an incentive perhaps to even greater things in the near future The health of the Nurses has been, generally, speaking, quite satisfactory throughout the year, and the atmosphere of content that reigns within the precincts of the Home and appears to animate each individual member of this Branch is most gratifying

Miss Smith, who had worked loyally for the Association for a period verging upon seven years, proceeded Home on leave in March for a well deserved rest Her place has been most ably filled by Miss Kate Smith, transferred from the Burma Branch to undertake the duties of Lady Superintendent in her absence

The results of the year's work have been somewhat disappointing Both the number of individual subscribers and the demand for the services of the Sisters have fallen, and are, no doubt due in the main to the departure of so many people for home and to the general depression occasioned by the outbreak of the war

United Provinces' Branch—During the early months of this year work was continuous in this Branch, no less than five cases having been refused in January Since May, however there appears to have been little sickness, Hospitals and private Nursing Institutions alike bearing testimony to the general slackness

In the later months the effects of the war were noticeable, little demand being made on the services of the Nursing Sisters owing to the withdrawal of the troops from Bareilly and other stations in the Province, and the return to England of many of the usual subscribers. During September, the busiest month under normal conditions, half the Nursing Staff were unemployed, and since then the calls have been few in comparison with other seasons.

A suggestion has been formulated to reduce the present Staff of 10 to 8 as a temporary measure in view of the scarcity of work, and the prospect of its continuance as long as the war lasts.

Four new Nurses have joined this centre during the year, Miss Beckett and Miss Moore having arrived from England in February, Miss Davies in April, and Miss Walpole Moore, *engaged in this country* on a temporary basis in May, thereby bringing the Staff up to its full complement of 10 in accordance with the wishes of the Provincial Committee. Miss Moore was in August appointed as relieving Sister at the Hindu Rao Hospital at Delhi, and finally severed her connection in November having completed her engagement. This vacancy was filled in September by Miss Bligh-Sevestre.

Miss Sutcliffe, who had proved herself both a popular and capable Nurse proceeded home in April upon termination of her agreement, and has every intention of rejoining for a further period of service.

Major Hunter, I.M.S., who had generously undertaken the duties of Honorary Secretary, in spite of his very heavy and continuous work as Civil Surgeon of Naini Tal, was relieved of them in May at the sugges-

tion of Lady Meston, Lady President of the Branch, when Captain Cameron, I.M.S., consented to act in this capacity. He has been most kind and has shown genuine interest in the welfare of the Local Association.

In September, however, he reverted to Military duty and proceeded on active service to East Africa, when Major Hunter once more resumed the duties of Honorary Secretary.

The move to the hills took place on April 15th and the return to Bareilly towards the middle of the month of October. Both these Homes are charming in every way; they are most comfortable and well-equipped, and leave little indeed to be desired. Through the kindness of the Officer Commanding the Royal Engineers tennis courts at Naini Tal throughout the season were placed at the disposal of the Nursing Staff, and this kindly thought was the source of much pleasure and recreation to all concerned.

The Sisters have accomplished good work during the year, their services have been much appreciated by both Medical Officers and patients, and the proofs of their general efficiency and popularity have been numerous. Their health has, on the whole, been good throughout the period under review.

There has been a slight decrease in the number of subscribers. This is largely due to the unfortunate shortage of nurses experienced in 1913 when the pressure of work was so great that many cases had to be refused, resulting in some instances in the withdrawal of subscriptions.

Miss Hogarth, who has been Lady Superintendent of this Branch since 1911, has done all in her power to

popularize the Local Association and to increase the number of the subscribing community These efforts have certainly met with success and her zeal and whole heartedness have been much appreciated It is a matter of regret that for domestic reasons she finds herself compelled to relinquish her present post in the beginning of the New Year

Central India Branch —This Centre, which is affiliated to the United Provinces' Branch under certain conditions brought into force in 1908, has once again been unable to collect the required Rs 700, the arrangement being that in consideration of this annual payment a Nursing Sister should be boarded and lodged in the Home at either Bareilly or Naini Tal according to the season, and be made available on demand to meet the needs of the Central India European Community

This year subscriptions have amounted to Rs 532 as against Rs 560 in 1913, and the chance of the full contribution ever being forthcoming in a given year, seems to be slender owing to the very limited number of the European population

During the year no application from Central India for the services of a Nursing Sister has been received

Assam Branch —This Branch has made substantial progress, and the Local Committee report that subscriptions have come in well and that many new Tea Gardens have been enrolled

As is usual during the hot weather, the calls upon the services of the Nursing Sisters were few between March and June, but from July onwards a marked recrudescence of activity occurred, and there appears to be every indication of a continuance of abundance of work

A new home for the accommodation of the Sisters at Silchar has been very badly needed for some time, and it is pleasing to note that new quarters are now under construction Till the completion of the bungalow it is hoped that the Parsonage, which has been at the disposal of the Sisters throughout the summer months, will remain available for their use

The homes at Dibrugarh and Shillong are very attractive and leave little to be desired In March and November, in accordance with requests received, I visited the Centres at Silchar and Dibrugarh respectively and found that the Sisters were most comfortably provided for in every way They seemed content with their surroundings The health of the Nursing Staff has on the whole been good in spite of the somewhat exceptionally trying conditions throughout the summer months Changes have however occurred in its composition, three new Sisters having been appointed to fill vacancies, and two transfers have been effected, one being arranged for on the grounds of health

The work accomplished by the Sisters has met with warm approval and Miss Bowers recently from home has been specially commended

Provincial Funds appear to be in a sound condition, and there is every hope that this Branch will with the whole hearted co operation of all interested in it steadily develop and become increasingly popular

Two regiments have subscribed the 1/8th Gurkhas and the 113th Infantry, and the British Officers of the Lakhimpur Battalion of the Assam Mounted Police were also admitted during the year to the benefits of the

Nursing Association upon payment of an annual composite subscription

Fears are naturally entertained as to the possible effect of the war on the subscriptions for 1915 Towards the close of the year there was evidence of not only a disinclination to subscribe, but also a hesitation in the matter of requisitioning the services of the Nursing Sisters except in very serious cases

Miss Campbell, Lady Superintendent, has continued throughout the year to work zealously in the interests of the Local Branch, and her efforts deserve the full meed of appreciation which she has unfailingly secured

Central Provinces Branch —The work during the past twelve months has been very brisk, especially during the hot weather when on three occasions applications for nurses had to be refused

The experiment of locating the Nurses in the hills throughout the year having proved successful it was decided with the approval of the Hon'ble the Chief Commissioner, that Pachmarhi should remain the head quarters for another twelve months As a result of this decision the Local Committee agreed to defray half road expenses between Pachmarhi and the Railway and back on behalf of any subscriber in the plains requisitioning the services of a Minto Sister The suggestion that Honorary Secretaries and Lady Superintendents of Provincial Branches should act as Central Agencies for the employment of non associated Nurses, thus enabling cases to be passed on in the event of an Association Nurse not being available upon demand the Local Authorities undertaking to pay the difference between private fees and ordinary sub

scribers' rates, appears to be both practical and second, and pregnant with advantage to all concerned with the interests of the Nursing Association From a subscriber's point of view such an arrangement would prevent disappointment and discontent, whilst it would materially strengthen the position of the Nursing Association, preclude the loss of cases, and prove acceptable to private nurses as a means of possibly increasing their employment

The selection of Pachmarhi for the permanent residence of the Minto Nurses is much to be commended, for the following reasons —

(1) the accommodation available is far more suitable than that at Nagpur,
(2) the climate is unquestionably better,
(3) the Railway is accessible by motor or tonga at any hour of the day or night,
(4) the possibility of finding employment for the Nurses in Pachmarhi itself during a good season is greater,
(5) the position with regard to the province as a whole is more central.

There have been changes in the composition of the Nursing Staff, Miss Watson and Miss Lee having left the Association in January and February respectively These vacancies have been filled by Miss Fletcher and Miss Roberts both of whom have accomplished good and helpful work during 1914 Their health has been good, and they are content with their comfortable and roomy quarters.

From a Provincial point of view the financial condition is very satisfactory, the balance at the credit of the Branch showing a steady increase year by year,

whilst the income from local sources is more than sufficient to cover all local expenditure

The number of subscribers has risen during the year from 149 to 165, and subscriptions have increased from Rs 1,487 to Rs 1,833 The number of cases attended is 13 as compared with 17 of the previous year

Rajputana Branch—The good work done by this Branch in former years has been well maintained during 1914 Its financial position is very satisfactory, and the closing balance at the end of the financial year is Rs 1,826, to which must be added the fixed deposit of Rs 2,000 held by the Local Authorities

Lieutenant Colonel H B Robinson, who had been good enough to act as Honorary Secretary since his return from leave in November 1913, having resigned in September, his duties were kindly taken over by Lieutenant Colonel R C MacWatt There has been one change in the composition of the Nursing Staff, Miss Nixon having been appointed to fill the vacancy occasioned by the departure of Miss fforward in February last.

The health of the Nursing Sisters has been good, and the reports received from Medical Officers have been "highly satisfactory and commendatory"

The Home is in good condition, and comfortable, and its central position is undoubtedly a great boon The bungalow, which the Bombay, Baroda and Central India Railway have undertaken to provide on rental for the use of the Local Association is not yet completed, but it is hoped that it will be ready for occupation in the near future

There has been an increase of 14 in the number of actual subscribers 56 as against 42 in 1913 These include three regiments, namely the 43rd Erinpura Regiment, the 44th Merwara Infantry, and the Mewar Bhil Corps

Baluchistan Branch —The progress of this Branch has on the whole been satisfactory Compared with the previous year, however, the number of individual subscribers has fallen from 28 in 1913 to 20, but, on the other hand, there has been an increase of one in the number of Corps subscribing

This gradual decline is due, as has been stated in an earlier report, in part to the enhancement of fees, the curtailment of the period for which the nurse's services may be retained, and the uncertainty of securing those services in time of need It is to be regretted that the inadequacy of central funds precludes the bestowal of the needed help to aid the full development of the smaller Local Branches

As a result of the falling off in subscriptions the Provincial Committee found themselves bound to appeal again to the Central Committee for a grant in aid of Rs 1,000 to enable them to carry on work till the close of their financial year, and the request was once more readily granted in view of the substantial work that is being accomplished year by year by the Local Branch in spite of many difficulties

The Indian Staff College continues to subscribe to the Association and the Church Missionary and the Church of England Zenana Missionary Societies have also become members

Since, however, the declaration of war in Europe the Staff College has been closed down, several regi-

ments have left Quetta, and the Local Association will, it is feared, suffer considerably on account of the general depletion of the Station

The conduct and professional efficiency of the Nursing Sisters have given satisfaction throughout the year It is pleasing to note that both ladies have enjoyed good health, and appear to be quite happy and contented

The number of days during which they have been employed this year has been larger than during the previous year, and the amount of fees realized has risen considerably

There has further been an increase in the number of cases attended, 27 as compared with 24 in 1913

Major Hutchinson, who has kindly acted as Honorary Secretary of the Baluchistan Branch since November 1913 has now resigned, and these duties have been undertaken by M C H Gidney, I C S

Burma Branch—Progress during 1914 may be fairly claimed on behalf of this Centre The extension of its sphere of operations must be noted as a result of the permanent posting of a Nursing Sister to Nyaunghla (Burma Oil Fields) for the needs of the various Oil Companies resident in those parts, no less than 6 companies having their representatives in this district

Miss Clarke, who took up her new duties in May last, has by " her kindly tact and zeal, proved of invaluable service " to the Oil Companies concerned

The agreement between the Central Committee and the subscribing firms is based upon the following conditions —

1 That the Central Committee undertake to provide a resident fully equipped English

Sister for the needs of the various Oil Companies situated in the Nyaunghla District, and to replace her in the event of illness

2 That a fixed annual subscription be handed by the interested firms to the Central Fund of the Association

3 That subscribing firms pay the Sister's salary, and provide furnished quarters, servants, messing, etc

4 That the Sister's services be given free to the employés of the subscribing firms, the Central Committee thereby ceding all right to any return of fees

5 That maternity cases be not undertaken

6 That the Sister appointed remain under the Supervision of the Local Branch

The general plan, when fully matured in all its details, is that patients are to be nursed in the hospital at Nyaunghla, and that the Sister is to reside in quarters (now under construction) in close proximity to the hospital itself The new scheme which came into operation in May, is only in its infancy, and, therefore, it is too soon to gauge results but it promises to prove an unqualified success and an incalculable boon to those who have hitherto found it difficult to secure with any certainty the services of a nurse when required

The question of providing more spacious quarters for the Sisters in a quieter part of Rangoon or of the enlargement of the present bungalow is in abeyance mainly for financial reasons

The Maymyo quarters are in every way suitable.

The comfort of the Sisters has been greatly enhanced by the gift of a pony and buggy for their use from the members of the various firms in Burma. This generous thought emanated from Mr. E. J. Holberton of the Bombay, Burma Trading Company, who kindly undertook to collect sufficient funds for its purchase on the understanding that the Branch should bear the cost of its upkeep.

During the year under review 12 new subscribers have joined, making a total of 86. Five firms representing a membership of 415 subscribe in addition to one regiment and one battery, the 91st Punjabis, and the Derajat Mountain Battery.

Lieutenant-Colonel W. G. Pridmore kindly consented once again to act as Honorary Secretary of this Branch, Captain T. F. Owens having resigned in May last in consequence of his very heavy official duties. Later on in the year, owing to the transfer of Lieutenant-Colonel Pridmore to India, Major P. Dee, I.M S, was appointed to succeed him.

Mr. A. B. Ritchie of Messrs. Finlay, Fleming & Co, was elected a member of the Local Committee in the room of Mr D. Garrow of the same firm, who resigned on 1st February upon his departure to England. A further change in the composition of this Committee took place at the close of the year when Mr. Cecil Guinness of the Hong Kong and Shangai Bank kindly consented to become one of it members.

Work on the whole has been slack save during the months of March and April when it became impossible to cope with the demands for the services of the Sisters,

eight cases having been refused, as no nurse was available at the time These numerous calls were due to an outbreak of enteric of short duration Since then, with the exception of maternity cases, there have been very few applications for general work

The popularity of the Nursing Sisters is maintained, and it cannot be doubted but that their presence in Burma is much appreciated Many changes on the Staff have been effected Miss Hunter and Miss Mayes severed their connection in March, the former after 6½ years' most commendable service, the latter on the grounds of ill health after a short period of three years only Miss Kate Smith was transferred in the early part of the year to the Punjab to act in the capacity of Lady Superintendent during the absence on leave of Miss Smith, and her place was taken by Miss Huggins from Calcutta, who was later re transferred to fill the post of Lady Superintendent of the Bengal Branch which had unexpectedly fallen vacant

Bengal Branch —The work in this Branch remained steady in the initial months of the year and it certainly gave evidence of extension into the mofussil During the latter months, however the frequency of the demand for Nurses slackened off very considerably owing to several causes, one amongst which was a specially healthy season

Many changes have taken place in the composition of the Nursing Staff First and foremost must be mentioned the departure of Miss Pritchard in May, who had so ably filled the post of Lady Superintendent from the date of inauguration of this Branch in April 1910 to undertake the responsible duties of Superintendent General of the King Edward VII Order of Nurses in South Africa It must ever prove

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a matter of regret to lose a capable and tried member of the Nursing Association, and the feeling was specially accentuated in this case.

Miss Huggins, who had already done such excellent work in Rajputana, was, with the approval of Her Excellency the Lady Carmichael and the Local Committee appointed to fill the vacancy thus created, and it is a matter of congratulation that the Branch under the new auspices has maintained its popularity and has continued to make perceptible headway.

Five new Sisters have joined the Nursing Staff, vacancies having occurred either as a result of completion of contract or of unexpected resignations. The Branch, however, received its full complement in May last, and it is pleasing to note that the efficient work accomplished by the Sisters has been warmly commended and correspondingly appreciated.

Their health has been good, though it has not been wholly possible to avoid the occasional transfer upon medical recommendation to a more salubrious climate.

In June last the Local Branch sustained a great loss by the death of Captain Hay Burgess, I.M.S., who had always proved both energetic and helpful and genuinely interested in the success of the Bengal Centre The duties of Honorary Secretary have now been most kindly undertaken by Captain Harnett, I.M.S.

As there had been a falling off in subscriptions during the past two years Her Excellency the Lady Carmichael issued an appeal in April with the very encouraging result that many new members joined the Local Association, the immediate response to this appeal bringing in more subscriptions than those received throughout the whole of 1913.

In view of the large number of cases that had to be refused during last year, the Provincial Committee decided to refuse applications from non subscribers when there was only one Nurse in the Home available for subscribers

It was also agreed that reliable outside Nurses should be engaged for subscribers, in the event of the Centre being unable to cope with the calls made upon its usual Staff, the Local Authorities undertaking to meet the difference between the fees charged by the Nurse called in and the Association rates

On March 1st, the Jalpaiguri Centre was re amalgamated with the Province of Bengal, one of the conditions of re absorption being that an emergency Nurse should be attached to the Bengal Staff in Calcutta for the requirements of Jalpaiguri, *i e*, in the event of illness of either of the Nursing Sisters or in the case of unexpected shortage and also that this Nurse, when not required for service in the Duars should at all times be available for duty in Calcutta or in any of the mofussil stations of Bengal She has been requisitioned for service in the Duars on two occasions during the past nine months

Fourteen cases in Jalpaiguri and surrounding dis trict have been attended, two of which were enteric The Medical Officers, for whom the Sisters have nursed, unanimously concur in the statement that their work is excellent

In view of the increase of the Nursing Staff, the Local Committee have decided that more commodious quarters must be found to meet its requirements, and it is hoped to be able to arrange for this in the early months of 1915 The present bungalow is quite in

adequate, whilst conditions have recently sprung up around it which render it unsuitable in many wa[ys] It became necessary as a temporary arrangement partition off a part of the drawing room in order secure an extra bedroom, the furniture for which w most generously presented by Mrs Birkmyre

Her Excellency the Lady Carmichael kindly visit the Home during the cold weather, and the warm i terest she evinced was much appreciated

It would appear that definite progress has be made during 1914 Expansion has not been wantu The proposed new Centre at Chittagong is n practically a *fait accompli*, and it will be forma established from the 1st January 1915, with a comp ment of two Nurses The services of one of the Nu ing Sisters appointed will be placed at the d posal of the Assam Bengal Railway Company, w have agreed to contribute annually a fixed sum for l maintenance while retaining all fees earned The n scheme is to be regarded as an experiment for o year after which it will be decided by the Railw Authorities whether the arrangement shall become permanent one or not

Hindu Rao Hospital, Delhi—The history of th Hospital may be of some interest It was built 1830 by Mr Fraser, the Chief Commissioner of Del and after his death was purchased by an Indi nobleman Hindu Rao who brought with him fr Kishanganj his hunting cheetas The cages in whi these animals were kept are still to be seen on t premises and it is probable that the house was us principally as a hunting box

During the siege of Delhi in 1857, it formed t central headquarters of the British position, an

under the command of General Sir Charles Reid, was held by the 2nd Gurkhas, the 60th Rifles, and the Guides The building during the siege was a special target for the artillery of the enemy, and suffered severely

It then passed into the hands of Government who utilized it as a sanatorium for British soldiers from the Fort

In 1913 it was opened as a hospital for Europeans, the necessary equipment having been provided, and it is now available for the admission of European Gazetted Officers and Upper Subordinates and members of their respective families Military Officers are also admitted in accordance with the Revised Rules brought into force in August 1914

The late Lady Hardinge took a keen interest in the hospital and its staffing, through the agency of the Nursing Association, is entirely due to her initiation Her scheme materialized in November 1913, with the installation of two Nursing Sisters, Miss Dalrymple in the capacity of Matron, and Miss Hughes as her assistant *In May of this year, the services of a third* Nurse were requisitioned for the winter months only, and, from November 1st, an extra Nurse was accordingly attached to the permanent Nursing Staff

It is believed that the provision of this hospital with fully trained Nurses is much appreciated by the European Community in Delhi

There have been 18 admissions during *1914*, two of which proved to be cases of enteric

Work on the whole was slack here as elsewhere during the hot weather season

Two changes have taken place in the composition of the Nursing Staff. Miss Hughes resigned her appointment in May and was replaced by Miss Ashworth Miss Walpole Moore, who undertook the duties of relieving Sister during the periods of privilege leave, completed her engagement in early November, and this vacancy was immediately filled by the transfer of Miss Skinner from the Punjab Branch

The health of the Nursing Sisters, in spite of exceptionally hot weather, has been on the whole quite excellent.

The gradual expansion of the Nursing Association demonstrates the justification for its inauguration, which took place in 1906, and its healthy existence to-day is proof of its value to the Community Its general recognition by the public is an encouraging factor, but its development would be materially accelerated could a still wider interest in its regard be awakened

Many criticisms has it weathered, and many and valuable have been the suggestions received but the possibility of a speedier advance, such as could be desired, is precluded for lack of that commodity, without which all work must be subject to limitations

JESSIE B DAVIES,

Chief Lady Superintendent,

Lady Minto's Indian Nursing Association

VICEREGAL LODGE, DELHI,

The 31st December 1914

REPORT OF THE HOME COMMITTEE.

DATED 23RD NOVEMBER 1914.

This Report, which is usually issued at the end of September, has been unavoidably delayed this year owing to the Honorary Secretary and Secretary, Selection Committee, being actively engaged in other duties.

Unfortunately many severe losses have to be noted during the year under review.

The Committee profoundly regret to record the death of the Earl of Minto, Vice-Patron of the Association. During his Vice-Royalty Lord Minto was always keenly interested in the work of the Association, and his help and advice were invaluable. In spite of the cares of office and heavy responsibilities he was ever ready to give his assistance in overcoming the many difficulties which faced the Association during its early days, and to show his sympathetic interest in the work of alleviating sickness and suffering among our fellow-countrymen and women throughout the Indian Empire.

The death of Lady Hardinge of Penshurst came as a great shock to all those who knew how thoroughly she had identified herself with all charitable movements in India. From the time of her arrival there,

Lady Hardinge had taken an active and keen interest in the work of the Association, and during her stay in England it was her intention to have met the Home Committee and discussed with them many matters which she considered would benefit the work of the Association in India

The Committee will also learn with regret of the death of Mr J Macfarlane, an old and valued supporter of the Association

The departure of Lady Helen Munro Ferguson for Australia has deprived the Committee of the advice and counsel of one who was associated with both the old Up country Nursing Association and the present Association of which she was a member of the Home Committee from the commencement Her efforts in encouraging the services of skilled nurses too were well known and appreciated

The difficulty in obtaining suitable Nurses was alluded to in the last Report This has now been much accentuated by the present war Nurses are naturally anxious to serve our sick and wounded either at home or at the front and it is increasingly difficult to secure candidates for vacancies in India Every effort is however being made to keep up the Indian supply as far as possible

Like those of all other Associations the subscriptions have fallen off owing to the numerous charitable enterprises started during the present war and the total amount for this year is small compared with the totals recorded in previous reports It is sincerely to be hoped that a generous public will not forget the

needs of those in India, and that the good work of the Home Committee may not be curtailed through lack of the funds necessary to send out Nurses

Appended is a Report by Miss Sidney Browne, R R C

Secretary's Report, 1914

"Nineteen nurses have been selected and sent out this year up to this date, October 24th Then more are required before the early spring, and these were all selected and ready to go when the war broke out and disorganised all our arrangements Very few passages can be obtained, as a large number of the regular passenger steamers have been requisitioned by the Government, and the majority of Nurses who were ready to go to India have withdrawn their names and joined the Army Nursing Service or the Territorial Force Nursing Service We cannot blame them, for all Nurses are anxious to help their country at this great crisis in her history Our very existence, as a nation depends upon our soldiers and sailors, so everything should be put aside to aid them

We hope that the necessary number of Nurses will be ready by the spring, so that the work in India will not suffer The Nurses who are working in India, or who are hoping to spend a good part of their lives in that country, are delighted to hear how splendidly India has responded to the call of her King, and that she has sent some of her best and bravest men to help us"

SISTERS SENT OUT SINCE LAST REPORT.

Name	Date of Sailing	Hospital at which Trained
1 Miss D M. Dear	Jan 9, 1914	St. Bartholomew's Hospital.
2. Miss G Beckett	" " "	Royal Southern Hospital, Liverpool
3. Miss M. G. Bowers	" 19, "	Great Northern Central Hospital, Holloway.
4. Miss F Burnett	" "	Royal Infirmary, Liverpool
5 Miss E. E. Moore	" " "	Lambeth Infirmary
6 Miss N A. Brice	Mar 9, 1914	Isleworth Infirmary
7 Miss G Jackson	" " "	Guest Hospital, Dudley.
8. Miss M M Sutton	" " "	Royal Infirmary, Manchester
9 Miss D K. Conder	" " "	West Norfolk and King's Lynn Hospital.
10 Miss J Robinson	April 1, 1914	London Temperance Hospital.
11 Miss L Dawbarn	" " "	Bootle Borough Hospital, Liverpool.
12. Miss A Davies	" " "	Poplar and Stepney Sick Asylum
13. Miss M. Cooper	" " "	Fulham Infirmary
14 Miss S B Lanyon	" " "	London Homœopathic Hospital
15. Miss C M Cromar	" 24, 1914	Guy's Hospital, London.
16 Miss F Eager	May 2, 1914	St Bartholomew's Hospital, London.
17 Miss F P Parker	Oct. 20 1914	Royal Victoria and West Hampshire Hospital, Bournemouth
18. Miss A C Fielding	" " "	Royal Southern Hospital, Liverpool.
19 Miss A. E Snowden	" " "	Royal Hospital, Portsmouth

In thanking the donors and those regular subscribers by whose contributions they have been enabled to carry on the work, the Committee would ask each of their supporters to do something to extend the circle of subscribers

Subscriptions to the Association are received by the Honorary Secretary, Sir Warren R Crooke-Lawless, Kilcrone, Cloyne, Co Cork, the Honorary Treasurer, Colonel Sir William Bisset, 91, York Street, Westminster, S W , and by Messrs Henry S King & Co , 65, Cornhill, E C

W R CROOKE-LAWLESS,
Honorary Secretary

LONDON,
23rd November 1914

RETURN OF NON-SUBSCRIBERS' CASES ATTENDED DURING THE YEAR 1914.

Return of Non-Subscribers' cases attended during the year 1914.

—	Number of cases attended	Fees realized
		Rs.
Punjab Branch (including the North-West Frontier Province)	33	2,686
United Provinces Branch (including Central India)	32	3,730
Assam Branch	11	1,760
Burma Branch	20	2,250
Central Provinces Branch	4	98
Rajputana Branch	5	1,084
Baluchistan Branch	8	920
Bengal Branch (including Jalpaiguri Centre) .	51	3,470
TOTAL* .	164	15,998

* [illegible]

RETURN OF CASES ATTENDED DURING THE YEAR 1914.

*Statistics show that the Nursing Sisters of Lady Minto's Indian Nursing Association attended during the past year some 513 cases, *302 of which were medical, and out of that number 77 were cases of enteric fever.*

—	Total number of cases attended	Medical	Surgical	Infectious	Mental	Maternity	Number of cases refused (owing to no nurse being available)
PUNJAB BRANCH (including North-West Frontier Province)	102	58	14	3		27	9
UNITED PROVINCES BRANCH (including Central India)	88	51	7	10		20	10
ASSAM BRANCH	64	37	11	8		8	
BURMA BRANCH	70	29	15	3		23	23
CENTRAL PROVINCES BRANCH	13	5	4			4	3
RAJPUTANA BRANCH	22	10	3	8		1	1
BALUCHISTAN BRANCH	31	17	6	3		5	7
BENGAL BRANCH (including JALPAIGURI)	123	95	5	5	1	17	40
TOTAL	513	302	65	40	1	100	93

* Previous totals, 1908—338 cases were attended
1909—353 ,, ,,
1910—447 ,, ,,
1911—437 ,, ,,
1912—514 ,, ,,
1913—505 ,, ,,

Telegraphic Address ' *Mintona*

CENTRAL COMMITTEE.

STAFF OF LADY MINTO'S INDIAN NURSING ASSOCIATION, DECEMBER 31st, 1914

Mrs. E. DAVIES,

Chief Lady Superintendent

Training School	Special qualifications	Subsequent Appointments
St Thomas' Hospital, London	(1) Maternity certificate from the City of New York Lying in Hospital	Ward Sister Temporary Night Sister and House keeping Sister St Thomas' Hospital Sister in charge St Thomas Home St Thomas Hospital
	(2) Diploma of the Incorporated of Trained Me[illegible] London	S[illegible] before and during the Russo-Japanese War Surveillante Générale Hôpital Ruffi, Nimes, France

UNITED PROVINCES BRANCH—*concld*

(including Central India).

Present Staff	Training School and special qualifications	Subsequent Appointments.
6 Nursing Sister LECKETT	Royal Southern Hospital Liverpool Birmingham Maternity Hospital. —C M B Tropical Experience—Royal Southern Hospital Liverpool.	Sister Children's Ward, Northern Hospital, Man Private Nursing, Royal Southern Hospital, Liverpool
7 Nursing Sister BLIGH-SYLVESTER	Richmond Hospital, Dublin Incorporated Belfast Maternity Hospital —C M B Fever Training, Hardwick Hospital, Dublin.	Staff Nurse Fitzroy Hospital, Belfast. Private Nursing India.
8 Nursing Sister INGLE	Wolverhampton General Hospital York Road Lying in Hospital, Lambeth, London, S E	Private Nursing, Brighton Reedham Orphanage, Purley, Surrey Staff Nurse, Children's Hospital, Shadwell, E
9 Nursing Sister MOORE	St Mary's Infirmary, Lambeth S E Townsend Street Hospital Belfast—C M B Massage Certificate—London School of Massage	Private Nursing Clapton Stoke Newington Nurses Home

STAFF OF LADY MINTO'S INDIAN NURSING ASSOCIATION, DECEMBER 31st, [illegible]

Mrs. E. DAVIES,

Chief Lady Superintendent

Training School	Special qualifications	Subsequent Appointments
St. Thomas' Hospital, London.	(1) Maternity certificate from the City of New York Lying-in Hospital.	Ward Sister [illegible] Night Sister [illegible] and [illegible] keeping Sister, St. [illegible] Hospital Sister [illegible] St. Thomas' Home, [illegible] Thomas' Hospital.
	(2) Diploma of the Incorporated Society of Trained Masseuses, London.	Special private work in South Africa during the War Lady Superintendent, Yokohama General Hospital, Japan, before and during the Russo-Japanese War Surveillante Générale Hôpital Ruffi, Nimes, France.

Telegraphic Address · "*Nursing,*" *Murree or Rawalpindi (according to season)*

PUNJAB BRANCH

(including North-West Frontier Province).

Address —
Miss SMITH, *Lady Superintendent*,
Havelock Road, Rawalpindi (Winter)
The Retreat, Murree (Summer)

Honorary Secretary —
Lieut -Col BAYLEY, C I E,
Govt House, Lahore (Winter)
Barnes Court, Simla (Summer)

CENTRAL COMMITTEE REPRESENTATIVE

The Hon'ble Sir M W FENTON, K C S I, I.C S

LOCAL COMMITTEE.

President—Lady O'DWYER

Colonel BAMBER, M V O, I M S, In-

Lieutenant Colonel R. CLARK, I.M S

Mrs KITCHIN

Lieutenant Colonel BAYLEY, C I E., *Honorary Secretary*

Present Staff	Training School and special qualifications	Subsequent Appointments
Acting Lady Superintendent, Miss SMITH	Leeds General Fulham District Maternity Hospital, C M B	Sister, Isleworth Infirmary Home Sister, Bury St Edmunds Nursing Home Sister, Anglo-American Hospital, Cairo Private Nursing
1. Nursing Sister BOOTY.	London [illegible] London [illegible] Training [illegible] wifery—C M B	[illegible] Staff N[illegible] [illegible] Matron's Assistant, London Hospital, 1911-1912

PUNJAB BRANCH—*contd*

(including North-West Frontier Province).

Present Staff	Training School and special qualifications	Subsequent Appointments
2. Nursing Sister EAGER	St [illegible] Brighton Ophthalmic training, Plymouth Royal Infirmary.	[illegible]
3 Nursing Sister CROMAR	Guy's Hospital, London Acton and Burlington Garden Midwifery Institute, London—C M B Ophthalmic Experience Guy's Hospital, London	Staff Nurse, Cottage Hospital, Maidenhead Sister, Queen Victoria Hospital for Seamen Las Palmas, Grand Canary Private Nursing, Wrexham
4 Nursing Sister RENDALL	St Bartholomew s Hospital London East London Hospital for Children British Lying in Hospital, Endell Street London—C M B	Private Nursing, London
5 Nursing Sister HEATHER.	London Hospital London—C M B	Ward Sister, Maternity Hospital, Liverpool Assistant Matron, Jessop Hospital, Sheffield Private Nursing

PUNJAB BRANCH—*contd*

(including North-West Frontier Province).

Present Staff	Training School and special qualifications	Subsequent Appointments.
6 Nursing Sister SHEARER.	David Lewis Northern Hospital, Liverpool York Road Hospital, London—C M B	Private Nursing London
7. Nursing Sister *Lucas*	David Lewis Northern *Hospital, Liverpool.* York Road Hospital, London—C M B	Private Nursing
8 Nursing Sister DEAR	[illegible] Euston Road London W C—C M B	[illegible]
9 Nursing Sister HEALD	Bradford Infirmary Women and Children s Hospital, Brighton—C M B	Ward Sister Royal Hospital for Consumptives New Castle Co Wicklow Ward Sister Woolwich and Plumstead Infirmary Ward Sister Stobhill General Hospital Glasgow Private Nursing, Wolverhampton Queen s Nurse, 4 years, Blandford
10 Nursing Sister LANYON	London Homœopathic Hospital British Lying in Hospital Endell Street London—C.M.B	Private Nursing in connection with London Homœopathic Hospital

PUNJAB BRANCH—*concld.*

(including North-West Frontier Province).

Present Staff	Training School and special qualifications	Subsequent Appointments
11. Nursing Sister WEBSTER THOMSON	London Hospital, London (General Training and Midwifery)—C M B	Staff Nurse, London Hospital
12 Nursing Sister CLARKE.	[illegible] —C M B	[illegible] Hos- [illegible]
13 Nursing Sister HILLMAN	Royal Infirmary, Leicester M [illegible]	Sister, Royal Infirmary, Leicester [illegible] Hospital, [illegible] Shadwell, [illegible] Hospital, Queen's Square, London Matron, Children's Convalescent Home Temporary Matron, Brighton Throat and Ear Hospital Private Nursing

Telegraphic Address "*Nursing,*" *Naini Tal or Bareilly (according to season).*

UNITED PROVINCES BRANCH

(including Central India).

Address —
Miss HOGARTH, *Lady Superintendent*,
61 Cantonments,
Bareilly (Winter)
Langham House,
Naini Tal (Summer).

Hon Secretaries and Treasurers —
THE ALLAHABAD BANK, LD,
Bareilly (Winter)
THE ALLAHABAD BANK, LD,
Naini Tal (Summer)

CENTRAL COMMITTEE REPRESENTATIVE.
The Hon'ble Mr. GILLAN.

LOCAL COMMITTEE
President—Lady MESTON.

[illegible]

Civil Surgeon of Naini Tal
The Agent of Allahabad Bank, Bareilly, in winter, Naini Tal in summer

CENTRAL INDIA.

Hon. Secretary—Major F A SMITH, I.M S, A M O, The Residency, Indore

Present Staff	Training School and special qualifications	Subsequent Appointments
Lady Superintendent, Miss HOGARTH.	Kensington Infirmary —C M B	Private Nursing Sister, London Temperance Hospital
		Army Nursing Reserve during South African War
		Sister, General Hospital, Singapore.
		Charge Nurse, London South-Western Fever Hospital
		Night Superintendent, Royal Berkshire Hospital
		Sister, Jamsetjee Jeejeebhoy Hospital, Bombay.

UNITED PROVINCES BRANCH—*contd*

(including Central India).

Present Staff	Training School and special qualifications	Subsequent Appointments
1 Nursing Sister DAVIES	Poplar and Stepney [illegible] Road London	Staff Nurse Poplar and Stepney [illegible] ary North Birmingham Ward Sister Queen Charlotte s *Hospital London* Assistant Matron Maternity Hospital Leicester
2 Nursing Sister BENNET	Royal Infirmary Glasgow Simpson Memorial Hospital Edinburgh	Private Nursing in Australia, late Head Charge Nurse, Merryflats Union Infirmary, Glasgow
3 Nursing Sister STEWART	Mayfield Hospital Dundee—C M B	Theatre and Ward Sister, Northern Infirmary, Inverness Ward Sister, Royal Military Infirmary Dublin Private Nursing
4 Nursing Sister BORLAND	London Hospital (General Training and Midwifery)—C M.B	Ward Sister London Hospital
5 Nursing Sister MARTIN	County Hospital Bedford Maternity Nursing Association Myddelton *Square, London* E C	Sister, Children s Ward Theatre, Casualty Out patient and In patient Department, County Hospital Bedford Private Nursing Duchess Nursing Home Beaumont Street London.

Present Staff	Training School and special qualifications.	Subsequent Appointments
2 Nursing Sister C WILSON	City and County Hospital, Perth, Scotland H R H Princess Christian s Maternity Home (Windsor)—C M B Fever Training, Clarke Fever Hospital, Largs Ayrshire	Theatre Sister, Royal Infirmary Perth Charge Nurse, David s Hill Hospital Derby Private Nursing Windsor, in connection with Princess Christian s Nursing Association
3 Nursing Sister FIELDING	Royal Southern Hospital Liverpool General Lying in Hospital York Road London—C M B Tropical Diseases Royal Southern Hospital Liverpool	Sister, Hospital for Women Liverpool Private Nursing Royal Southern Hospital Liverpool
4 Nursing Sister KEMPSTER	Mill Road Infirmary, Liverpool M [illegible]	Sister, Anglo American Hospital Cairo [illegible] o Hospi [illegible] [illegible] Home
5 Nursing Sister BAKER	Royal Infirmary Bristol Maternity Training Royal Infirmary Bristol—C M B Masseuse I S T M Specially trained in children's diseases	Private Nursing

ASSAM BRANCH—*concld*

Present Staff	Training School and special qualifications	Subsequent Appointments
6 Nursing Sister BOWERS	Great Northern Central Hospital, London Queen Charlotte's Hospital, London	Ward and Theatre Sister, St Marks Hospital, London, E C
7 Nursing Sister SNOWDEN	Royal Portsmouth Portsea Gosport Hospital Louise Margaret Hospital Aldershot—C M B.	Sister, North Staffordshire Infirmary Sister, Sick Officers' Ward 2nd Northern General Territorial Hospital Leeds.

Telegraphic Address "Nurses," Nagpur

CENTRAL PROVINCES BRANCH.

Address —
Pachmarhi.

Honorary Secretary —
Major COWANS R A M C,
Pachmarhi

CENTRAL COMMITTEE REPRESENTATIVE

(*None appointed*)

LOCAL COMMITTEE

President—The COMMISSIONER, Nagpur Division

Members

Mrs CHATTERTON

The COMMISSIONER, Nerbudda Division.

INSPECTOR GENERAL OF CIVIL HOSPITALS, C P

SUPERINTENDENT OF CENTRAL JAIL, Nagpur

Mrs MAYNE

The Secretary to the Chief Commissioner in Medical Department

Deputy Commissioner Hoshangabad

G P DICK, Esq Barrister at-Law

CIVIL SURGEON OF PACHMARHI, *Honorary Secretary*

Present Staff	Training School and special qualifications	Subsequent Appointments
1 Nursing Sister ROBERTS	Hobart General Hospital Australia	Sister Military Hospitals South Africa England and Malta Private Nursing
2 Nursing Sister FLETCHER	St Albans and Mid-Herts Hospital West London Hospital Hammersmith	Private Nursing Nurse, Karachi Civil Hospital and in Private Nursing Home

Telegraphic Address "Lamination," Quetta

BALUCHISTAN BRANCH.

Address —
Sisters' Quarters,
35, Lytton Road, Quetta.

Honorary Secretary —
C H GIDNEY, Esq, I C S,
Quetta.

CENTRAL COMMITTEE REPRESENTATIVE
(None appointed)

LOCAL COMMITTEE

President—The Hon ble Lieutenant Colonel J RAMSAY, C S I C I E, Agent to the Governor General and Chief Commissioner in Baluchistan

Members

Mrs RAMSAY.
Mrs C STIWELL
Dr (Miss) STEWART
Dr H T HOLLAND, M B C L B F R C S E
Lt-Colonel A L DUKE M B, C M O
Colonel R S F HENDERSON R A M C A D M S
Major W. M ANDERSON M B, Civil Surgeon
Major L WOOD, R A M C Staff Surgeon
Honorary Secretary

D MACBLAN, Esq, *Honorary Treasurer*

Present Staff	Training School and special qualifications	Subsequent Appointments
1 Nursing Sister GRANT	Paddington Infirmary (General Midwifery)—C M B	Staff Nurse, Paddington Infirmary Private Nursing West Kent General Hospital, 8 months
2 Nursing Sister JEFFERY	Paddington Infirmary (General, and Midwifery)—C M B David Lewis Northern Hospital, Liverpool York Road Hospital, London—C M B	Sister Paddington Infirmary, London. Private Nursing, Norfolk and Norwich Hospital

Telegraphic Address "Mintoraj," Ajmer

RAJPUTANA BRANCH

Address—
Sisters' Quarters, Ajmer

Honorary Secretary —
Lieut. Colonel R. C MacWatt, I M S, Ajmer

CENTRAL COMMITTEE REPRESENTATIVE

Lieut.-Colonel R. C MacWatt, I M S

LOCAL COMMITTEE

President—The Hon'ble Sir Elliot Colvin, K.C S I., Chief Commissioner Ajmer-Merwara, and Agent to the Governor General in Rajputana (offg).

Members

Lady Colvin
A. Holme Esq Commissioner
W S Fraser, Esq
Dr T S Jackson, Med Offr., B, B & C I Railway
S F Madden, Esq
Mrs A. Holme
Mrs Dunlop
Mrs H H Deane

Lieut. Colonel R C MacWatt, I M S, *Honorary Treasurer*

Present Staff	Training School and special qualifications	Subsequent Appointments.
1 Nursing Sister Whiddett Combined Railway and Association Nurse	Presidency General Hospital, Calcutta. [illegible]	Nurse at Eden Sanitarium, Darjeeling [illegible] Deptford, [illegible] trict Nursing Poss Herefordshire Simla and Calcutta
2 Nursing Sister Nixon (Association Nurse)	Branch Seamen's Hospital Albert Docks London Plaistow Maternity Charity—C M.B London School of Tropical Medicine (Special training)	Ward Sister, Government Hospital Northern Nigeria, West Africa.

RAJPUTANA BRANCH—*contd.*

Present Staff	Training School and special qualifications.	Subsequent Appointments
3. Nursing Sister SPICER	Metropolitan Hospital, London York Road Lying-in Hospital, London Massage and Electrical Treatment, Metropolitan Hospital, London, W	Metropolitan Hospital, Holiday Night Sister and Out patient Sister. Private Nursing, Metropolitan Hospital, Private Staff

Telegraphic Address "Nursing," Rangoon.

BURMA BRANCH.

Address —
Miss Hodgson, *Lady Superintendent.*
Sisters' Quarters, Rangoon.
Sisters' Quarters, Maymyo.

Honorary Secretary and Treasurer —
Major Dee, I.M.S.,
Rangoon

CENTRAL COMMITTEE REPRESENTATIVE

LOCAL COMMITTEE.

President—Lady Adamson.

Members:

Mrs Ormond.
Cecil Guinness, Esq
E D Holberton, Esq
Major Cattell.
The Inspector-General of Civil Hospitals, *Burma.*
Dr Henry L. R. Joy.
A. B. Ritchie, Esq
Major Dee, I.M.S

Present Staff	Training School and special qualifications.	Subsequent Appointments.
Lady Superintendent Miss Hodgson	Royal Infirmary, Manchester—C.M.B.	Senior Staff Nurse, Tropical Hospital, London. District Nursing, North London.
1. Nursing Sister Jackson	The Guest Hospital, Dudley, Worcestershire. Middlesex Hospital, London—C.M.B.	Ward Sister, Guest Hospitals, Dudley, Worcestershire. Middlesex Hospital, London—C.M.B.
2. Nursing Sister Sutton.	Royal Infirmary, Manchester. Queen Charlotte's Hospital, London. Specialties.—Enteric Nursing, Massage	*Nil*

Present Staff	Training School and special qualifications	Subsequent Appointments
Nursing Sister WILSON	Adelaide General Hospital Royal Hospital for Women, Sydney N S W Special Gynæcological Eye, and Ear experience	Staff Nurse North Adelaide Hospital Sub Matron Melbourne District Nursing Society Private Nursing Adelaide Melbourne Brisbane
3 Nursing Sister HENDLEY BARKER	St George's Hospital, London York Road, London—C M B	Staff Nurse St George s Hospital, London Temporary Sister St George s Hospital, London Private Nursing St George s Hospital, Trained Nurses' Institute
4 Nursing Sister BURNETT	Liverpool Royal Infirmary Gloucester District Nursing Association	Assistant Superintendent and later Superintendent Stockport Sick Poor Nursing Association
5 Nursing Sister CRUICKSHANK	Guy s Hospital, London—C M B Diploma of the Incorporated Society of Trained Masseuses Medical Electricity, Guy s Hospital London	Private Nursing Guy s Trained Nurses Institution, London

Present Staff	Training School and special qualifications	Subsequent Appointments
6 Nursing Sister CLARK	Royal Infirmary, Aberdeen—C M B	Sister, Royal Infirmary, Aberdeen Head Nurse, East Poorhouse Hospital, Aberdeen Superintendent of Nursing, Leytonstone Infirmary, West Ham, London Assistant Matron, Plaistow Hospital, London Matron, Barnes Hospital London, S W
7 Nursing Sister GASKIN	King's College Hospital, London Queen Charlotte's Hospital, London—C M B	Private Nursing District Nursing, Sydney

Telegraphic Address "Sister," Calcutta

BENGAL BRANCH.

Address —
Miss HUGGINS,
Lady Superintendent,
12-1, Camac Street (Wellesley),
Calcutta

Honorary Secretary —
Captain HARNETT, I M S,
Government House, Calcutta

CENTRAL COMMITTEE REPRESENTATIVE
Captain HARNETT, I M S

LOCAL COMMITTEE
President—Her Excellency the Lady CARMICHAEL

Members

The Hon ble Mr F A SLACKE, C S I
Miss MACLEOD
W E CRUM, Esq
W T GRICE, Esq
Colonel G F A HARRIS, I M S
Mrs BIRKMYRE
H W SPARKES, Esq

Honorary Treasurer
Agent, Alliance Bank of Simla Limited, Calcutta

Present Staff	Training School and special qualifications	Subsequent Appointments
Lady Superintendent, Miss HUGGINS	County Hospital Ryde East London Hospital for Children Shadwell London E Clapham Maternity Hospital London S W—C M B	Sister in Nursing Home Private Nursing
1 Nursing Sister FRAPE	Leicester Royal Infirmary York Road Lying in Hospital London Massage and Electrical certificates, National Hospital Queen s Square, London Throat and Ear Hospital, Brighton	Sister Children s Ward, Leicester Royal Infirmary Theatre Sister, Leicester Royal Infirmary Ward Sister, Bradford Royal Infirmary

Present Staff	Training School and special qualifications	Subsequent Appointments
2 Nursing Sister PRINGLE	Radcliffe Infirmary, Oxford Maternity Nursing Association London—C M B	Private Nursing London
3 Nursing Sister HALL	Birmingham Infirmary, Fever Training, Monsall Hospital, Manchester Lying in Institution—C M B	Sister, Birmingham Infirmary
4 Nursing Sister ROBINSON	London Temperance Hospital Hampstead Road London Queen Charlotte s Hospital London—C M.B	Private Nursing
5 Nursing Sister DAWBARN	Royal Hospital Bootle Rotunda Hospital Dublin—C M B	Staff Nurse Sister Rotunda Hospital Dublin. Sister Maternity Hospital, Ladies Charity Liverpool Private Nursing, London
6 Nursing Sister BRISTOW	London Hospital London City of London Lying in Hospital	Nurse Pretoria and Harrismith Hospital Private Nursing London
7. Nursing Sister MINCHIN	Perth Public Hospital, Western Australia Queen Victoria Maternity Hospital, Adelaide	Private Nursing

BENGAL BRANCH—*concld*

Present Staff	Training School and special qualifications	Subsequent Appointment
8 Nursing Sister PARKER	Royal Victoria West Hants Hospital Jessop Hospital for Women, Sheffield Infectious Diseases Hospital Cambridge	Staff Nurse, Chesterfield North Derbyshire Hospital Sister Jessop Hospital for Women Sheffield Sister Royal Victoria West Hants' Hospital, Bournemouth

JALPAIGURI CENTRE (EASTERN BENGAL).

Address —
Sisters Quarters, Jalpaiguri

Honorary Secretary and Treasurer —
W LANCELOT TRAVERS Esq
Baradighi P O

Present Staff	Training School and special qualifications	Subsequent Appointments
1 Nursing Sister MACFARLANE	Bolton Infirmary Lancashire East End Mothers Home London Infectious Diseases Edinburgh City Hospital	Sister Sheffield City Hospital Assistant Night Superintendent Edinburgh City Hospital Queen Victoria Nurse 18 months
2 Nursing Sister BRICE	Ealing Cottage Hospital and Isleworth Infirmary Victoria Home Cheltenham—C M B	Queen s District Nurse

HINDU RAO HOSPITAL OR RIDGE HOSPITAL, DELHI.

Administrators

The Hon'ble Mr W M Hailey, C I E,
Chief Commissioner, Delhi.

Colonel Bamber M V O, I M S.,
Inspector-General, Civil Hospitals, Punjab

Superintendents

Major M Corry, I M S, Civil Surgeon, Delhi

Captain R Lynn, I M S., Health Officer, Delhi

Present Staff	Training School and special qualifications	Subsequent Appointments
1 Sister Matron Miss Dalrymple	St Bartholomew's Hospital, London (general training and maternity nursing)	Private Nursing
2 Nursing Sister Ashworth	King's College Hospital London General Lying in Hospital York Road London	Ward Sister Florence Nightingale Hospital for Gentlewomen, London
3 Nursing Sister Skinner	Royal Waterloo Hospital, London. Graduate Australian Trained Nurses' Association Maternity Nursing Association, Myddelton Square, London —C M B	Staff Nurse, Miss McKimmie's Private Hospital Perth, W A Sister in charge Private Hospital, Wagin, W A Sister in charge, Private Hospital, Perth W A. Head Midwife Maternity Nursing Association, Myddelton Square, London, E C

The Nursing Staff of this Hospital is supplied through the agency of Lady Minto's Indian Nursing Association, the conditions of engagement length of service, etc, being similar to those for all Nursing Sisters of the Association

Subscriptions towards the Central Fund during 1914

In India

	Rs	A	P
Burma Oil Companies	3 200	0	0
Royal Calcutta Turf Club	500	0	0
Great Indian Peninsula Railway	500	0	0
Captain J S Rivett Carnac	20	0	0
TOTAL	4 220	0	0

HINDU RAO HOSPITAL OR RIDGE HOSPITAL, DELHI.

Administrators

The Hon'ble MR W M HAILEY, C I E.,
Chief Commissioner, Delhi.

Colonel BAMBER, M V O, I M S,
Inspector General, Civil Hospitals, Punjab

Superintendents

Major M CORRY, I M S,
Civil Surgeon, Delhi

Captain R LYNN, I M S,
Health Officer, Delhi

Present Staff	Training School and special qualifications	Subsequent Appointments
1 Sister Matron MISS DALRYMPLE	St Bartholomew's Hospital, London (general training and maternity nursing)	Private Nursing
2 Nursing Sister ASHWORTH	King's College Hospital London General Lying in Hospital York Road, London	Ward Sister, Florence Nightingale Hospital for Gentlewomen London
3 Nursing Sister SKINNER	Royal Waterloo Hospital, London Graduate Australian Trained Nurses Association Maternity Nursing Association, Myddelton Square, London—C M B	Staff Nurse, Miss McKimmie's Private Hospital Perth, W A Sister in charge Private Hospital Wagin, W A Sister in charge Private Hospital, Perth W A Head Midwife, Maternity Nursing Association Myddelton Square, London, E C

The Nursing Staff of this Hospital is supplied through the agency of Lady Minto's Indian Nursing Association, the conditions of engagement length of service etc, being similar to those for all Nursing Sisters of the Association

Subscriptions towards the Central Fund during 1914.

In India.

		Rs	A	P
Burma Oil Companies		3,200	0	0
Royal Calcutta Turf Club		500	0	0
Great Indian Peninsula Railway		500	0	0
Captain J S Rivett Carnac		20	0	0
	TOTAL	*4,220*	*0*	*0*

HOME BRANCH.

Subscriptions and Donations for the year 1914.

	£	s	d
Lady Allen	3	0	0
Messrs Ashton, Hoare & Co, Ld	2	2	0
Sir David M Barbour K C S I, K C M G	1	1	0
Messrs Beith, Stevenson & Co	2	2	0
W T Bennett, Esq	1	1	0
T J Bennett, Esq, C I E	1	1	0
Colonel Sir William Bisset R E, K C I E	2	2	0
Lady Bisset	1	1	0
Lieutenant-Colonel H Bonham Carter, R E	1	1	0
General and Mrs Bonus	2	2	0
Miss Amelia Boyle	0	10	0
Lady Candy	1	1	0
The Hon Mrs Carpenter	1	1	0
The Lady Frederick Cavendish	2	0	0
Colonel C Chenevix Trench, C I E	0	10	0
Percy A Cory, Esq	1	1	0
Sir Warren Crooke Lawless, M D, C I E	2	0	0
Miss F M Cross	5	0	0
W H Crowe, Esq, I C S	1	1	0
Mrs Cuthell	1	1	0
Messrs George and R Dewhurst, Ld	5	0	0
Colonel H Doveton, R E	1	0	0
Carried over	37	18	0

	£	s	d
Brought forward	37	18	0
Colonel A G Durand, C B, C I E	1	1	0
The Rt Hon Sir H M Durand, P C, G C M G, K C S I, K C I E	2	0	0
J Dyson, Esq	1	1	0
General Sir Charles C Egerton, G C B, D S O	1	1	0
Sir John R Ellerman, Bart	3	3	0
Mrs Firebrace	2	2	0
L R Windham Forrest, Esq	1	1	0
General Sir Alfred Gaselee, G C B, G C I E	1	1	0
Major James Grant	1	1	0
Miss Haldane LL D	1	1	0
Mrs W S Halsey	1	1	0
Mrs Harland	3	0	0
G H R Hart, Esq, and the Misses Hart	1	1	0
Mrs F Clyde Harvey	1	1	0
Lady Hirtzel	1	1	0
Sir Philip and Lady Hutchins	2	2	0
Colonel J B Hutchinson C S I	1	1	0
Miss M Hulton	1	1	0
The Rt Hon Lord Inchcape G C M G, K C S I K C I E	2	2	0
Sir H Seymour King K C I E	2	2	0
Mrs R Klingenstein	2	2	0
Sir Robert Laidlaw, F R G S	2	2	0
The Rt Hon Lord Lamington G C M G, G C I E	1	0	0
Lady LaTouche	1	1	0
Lady Luck	1	1	0
The Hon Lady Lyttelton	1	1	0
Carried over	76	9	0

HOME BRANCH—*contd*

	£	s	d
Brought forward	76	9	0
Mrs George Maunsell	1	1	0
The Mercers Company	50	0	0
Colonel W Merriman, R E C I E	1	1	0
The Rt Hon Viscountess M ddleton	1	1	0
Mrs Milroy	1	1	0
The Countess of Minto, C I	10	0	0
Colonel W J W Muir	1	1	0
J W Neill Esq	1	1	0
Mrs Nelson	1	1	0
Mr and Mrs J O Connell	2	2	0
Mrs Charles Parbury	3	0	0
The Rt Hon Lord Reay, P C, G C S I, G C I E	1	0	0
The Lord Ribblesdale P C	3	3	0
J W Ryrie Esq	1	1	0
Brigade-Surgeon Lieutenant Colonel Salaman M D	1	0	0
G F Sheppard Esq	1	1	0
Mrs Sheppard	1	1	0
Lieutenant-Colonel S H Sheppard D S O, R E	1	1	0
Colonel Sir J Dunlop Smith, K C.S I, C I E	1	1	0
Mrs Allan G Steel	1	1	0
Mrs Stephenson	0	10	6
Lady Strachey	1	1	0
The Duchess of Sutherland	2	2	0
The Hon Mrs Tallents	1	1	0
The Rt Hon H J Tennant, M P	3	0	0
Alexander Thomson, Esq	3	3	0
Sir Arthur and Lady Trevor	1	1	0
Carried over	172	5	6

HOME BRANCH—*concld*

		£	s	d
	Brought forward	172	5	6
Mrs Marshall Webb		0	10	0
Lady Welby		3	0	0
Lady Winterbotham		1	1	0
T W Wood Esq		2	2	0
Sir Mackworth and Lady Young		1	1	0
	TOTAL	179	19	6

Statement of Receipts and Expenditure for

Expenditure	Amount			Total		
	R	*a*	*p*	*R*	*a*	*p*
Chief Lady Superintendent—Salary and Board	6 000	0	0			
Postages, Telegrams and Office Expenses Central Committee	1 301	4	3			
				7 301	4	3
Punjab Branch	13 475	0	5			
United Provinces Branch	11 224	11	0			
Baluchistan Branch	2 650	0	0			
Assam Branch	9 521	9	1			
Central Provinces Branch	1 633	10	6			
Rajputana Branch	3 649	4	2			
Burma Branch	10 656	6	0			
Bengal Branch	9 605	14	8			
Delhi Branch	566	7	5			
Jalpaiguri Branch	600	0	0			
				63 [illegible]83	1	3
Nurses—Uniform Allowance	6 [illegible]20	0	0			
Passages to and from England	10 1[illegible]3	8	4			
Travelling Expenses in India	2 130	7	5			
Hospital charges due to illness	706	10	0			
Miscellaneous Expenses	1 1 3	13	10			
Bonus to Nurses	1 003	0	0			
				21 907	7	7
[illegible]				5 000	0	0
				7[illegible]0	4	0
[illegible]				4 117	0	0
				10 90	10	8
Total Rupees				1 13 109	11	9

COMMITTEE.

12 months ended 31st December 1914.

Receipts	Amount R	a	p	Total R	a	p
Bank Balance 1st January 1914				294	5	4
Annual Government Subsidy				35 000	0	0
Interest on Investments				18 914	2	2
Subscriptions				3,720	0	0
Fees earned by Nursing Sisters				51 064	4	0
Balance standing at credit of — Punjab Branch				4,117	0	3
Total Rupees				1,13,109	11	

A. M KER, *Honorary Treasurer,*
Lady Minto's Indian Nursing Associat

Statement of Receipts and Expenditure

Receipts	Amount £	s	d	Total £	s	d
Balance from 1913 .	365	15	0			
Subscriptions and Donations	179	19	6			
Carried over	..			545	14	6

BRANCH.

for the year ended 30th September 1914.

EXPENDITURE	Amount			Total		
	£	s	d	£	s	d.
Payments on account of Nurses sent to India —						
For Nurse Dora M Dear on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0	53	0	0
For Nurse Gertrude Beckett on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0	53	0	0
For Nurse M G Bowers on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0	53	0	0
For Nurse F Burnett on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0	53	0	0
For Nurse E E Moore on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0	53	0	0
For Nurse N A Brice on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0	53	0	0
For Nurse G Jackson on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0	53	0	0
For Nurse M M Sutton on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0	53	0	0
Carried over				424	0	0

Statement of Receipts and Expenditure

Receipts	Amount £	s	d	Total £	s	d
Brought forward	...			515	14	6
Remittances —						
By Honorary Treasurer India per Alliance Bank	901	0	0			
				901	0	0
Carried over				1 446	14	6

BRANCH—*contd*

for the year ended 30th September 1914.

Expenditure	Amount £	Amount s	Amount d	Total £	Total s	Total d
Brought forward				424	0	0
For Nurse D K. Conder, on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0			
				53	0	0
For Nurse J Robinson on account of passage money	19	16	0			
Ditto further payments under Rules	20	0	0			
				39	16	0
For Nurse L Dawbarn on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0			
				53	0	0
For Nurse A Davies on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0			
				53	0	0
For Nurse M Cooper on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0			
				53	0	0
For Nurse S B Lanyon on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0			
				53	0	0
For Nurse C M Cromar on account of passage money	33	8	10			
Ditto further payments under Rules	20	0	0			
				53	8	10
For Nurse F Eager on account of passage money	32	18	4			
Ditto further payments under Rules	20	0	0			
				52	18	4
Carried over				835	3	2

Statement of Receipts and Expenditure

Receipts	Amount.			Total		
	£	s	d	£	s	d
Brought forward				1 446	14	6
Interest on Deposit	5	12	6			
				5	12	6
				1 452	7	0
Balance brought down				53	0	0

London
31st October 1914

P A CORY,
Honorary Auditor and Accountant

BRANCH—*concld*

for the year ended 30th September 1914

Expenditure	Amount £	s	d	Total £	s	d
Brought forward				835	3	2
For Nurse E P Parker on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0			
				53	0	0
For Nurse E C Fielding on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0			
				53	0	0
For Nurse A E Snowdon on account of passage money	33	0	0			
Ditto further payments under Rules	20	0	0			
				53	0	0
				994	3	2
Secretary s Salary				75	0	0
Stationery and Printing				14	1	3
Postage Telegrams and Sundries				11	17	8
Advertising				24	4	8
Balance carried down viz —						
Messrs H S King & Co s Bank	183	0	3			
Deposit at Chartered Bank	150	0	0			
				333	0	3
				1 452	7	0

W R CROOKE LAWLESS,
Honorary Secretary

W S S BISSET,
Honorary Treasurer

SCHEME.

Patronage

1 The Association is under the patronage of Their Most Gracious Majesties Queen Alexandra and Queen Mary, Their Royal Highnesses the Duchess of Connaught and Princess Henry of Battenburg

Object

2 To provide and maintain a regular service of fully trained and experienced Nurses throughout Northern India and Burma

Existing Associations

3 The Up Country and Punjab Nursing Associations have been incorporated, and the Home Committee have transferred their services to the above Association

Central Committee

4 The control of the Association is vested in a Central Committee of 14, with power to add to its numbers, and the wife of the Viceroy is the Lady President Members include the Director General of the Indian Medical Service, with one representative from the Army and each of the Provinces admitted to the scheme, who can attend by delegation, when personal attendance is not feasible

The Surgeon to the Viceroy to act as Honorary Secretary to the Association, and the Chief Lady Superintendent to control all matters in connection with the Nursing Staff

Duties of Central Committee.

5 To provide suitable nurses either from England or India and place them at the disposal of Provincial Committees

6 Salaries of Nursing Staff, cost of passages from England or elsewhere to the different Centres—initial and annual uniform allowances—railway fares when on ordinary or sick leave—expenses of illness—return passages to Europe on completion of engagement

Payment by Central Committee

7 The income of the Central Committee is derived from the interest of its invested Funds, and annual grant in aid from the Government of India and the fees earned by the entire staff of Nursing Sisters

Central Committee Funds

8 Each Province to have its own Committee of 7 chosen by subscribers The Lieutenant Governor or Chief Commissioner to nominate the President of the Provincial Committee

Provincial Committees

That one of its members be elected Vice President, and that in addition an Honorary Secretary and Treasurer be appointed

That the Indian Civil Service, the Army and Medical Departments shall ordinarily be represented and that the remaining vacancies be filled by such ladies or gentlemen as may be chosen by, or by the votes of, subscribers

That Members be elected for two years only

The number of this Committee can be increased at the discretion of the President

9 This Committee will exercise independent control over the Nursing Sisters (except in appointments and dismissals) and the affairs of the Provincial Branch generally, but subject to the friendly guidance in all essentials of the Central Committee, to whom it will forward all fees (except subscriptions) received on account of the Nursing Sisters, and render accounts

Control of Provincial Committees

Accounts

10 These accounts, on special forms supplied by the Central Committee will be submitted monthly to the Honorary Treasurer and Honorary Secretary, respectively, in acordance with instructions issued to each Branch

Provincial Branches

11 The Homes in the various Centres will be provided and kept up by the Local Governments and Administrations

Provincial Branches incomes

12 The income of the Provincial Branches is derived entirely from the subscriptions of Members of the Association

Provincial Branches expenses

13 (1) Board of Lady Superintendent
(2) Board of Nursing Sisters not employed
(3) Wages of Household Servants
(4) Current expenses connected with the upkeep of a Home

Selection of Nurses

14 The Nursing Sisters are selected in England by a special Committee, of which Miss Sidney Browne R R C, St Andrew's House, 29, Mortimer Street London, W, is the Secretary

Nursing Sisters in India are selected by Mrs E Davies Chief Lady Superintendent Special rules have been framed for their selection and re engage ment

Salaries leave rules for Provincial Lady Superintendents and Nursing Sisters

15 The rates of pay special allowances and leave rules are embodied in a separate pamphlet which can be had on application

Provincial Lady Superintendents

16 In each Centre where the number of Nurses is eight or over, a Lady Superintendent, trained as a Nursing Sister is appointed

RULES FOR THE ENGAGEMENT AND EMPLOYMENT OF NURSING SISTERS.

(As adopted by the Central Committee)

1 Every application for appointment as a Nursing Sister must be made in the form appended to these Rules After an application has been so made, the conditional acceptance contained in it of the terms and conditions of service offered in these Rules will, in the event of the applicant being appointed a Nursing Sister, constitute, with the offer so accepted, the agreement between her and the Association After the agreement has been duly executed in the manner required by note 1 to the appended Form of Application, a copy will be furnished to the Nursing Sister and the original forwarded to the Honorary Secretary to the Central Committee in India

2 No application will ordinarily be considered unless the applicant is between 25 and 40 years of age, gives satisfactory proof of sound health and good character, and has had at least three years' training in a recognized General Hospital All candidates must hold Midwifery qualifications Preference will be given to applicants who hold certificates in special subjects, *i e*, Nursing of Tropical Diseases, Fever Nursing, Massage etc, and who have had some experience in private nursing No appointment will be made until the applicant has had a personal interview with the Members of the Selection Committee

3 Candidates applying for an appointment must forward to the Secretary the names and addresses of the Matrons and Superintendents of Institutions under whom they have worked, giving full particulars (with dates) of their nursing career Private Nurses not *attached to an Institution must give the names and* addresses of two registered Practitioners by whom they have been recently employed They must also account for any time in which they have not been engaged in Nursing duties

4 It should be understood that an agreement under Rule 1 binds a Nursing Sister to serve the Association for five years It will be competent, however, under *very* exceptional circumstances, to the Central Committee on the application of a Nursing Sister, to alter the agreement either by shortening the term of service to any period not less than three years, or by extending it for such period as may be mutually agreed to In either case a Nursing Sister must apply in writing to the Central Committee at least six months before the date from which she wishes the alteration to take effect and must satisfy the said Committee that there is a sufficient cause for granting the application An *order by the Central Committee altering an agree*ment under this Rule will be endorsed on the original agreement also on the copies furnished to the Nursing Sister and the Central and Provincial Committees under Rule 1, and will be recorded in the proceedings of the Association

5 A modification of the five years' contract to one of not less than three years can be permitted under the following conditions —

(1) Three fifths of the full fare only to be given for passage out and back

(2) In the event of a Sister, however, completing five years the other two fifths to be given her at the expiration of her service

(3) Nurses who engage for five consecutive years to have no claim under this ruling Retrospective effect will not be permitted under any circumstances

6 All Nurses who wish to re engage after their first or subsequent periods of service must go through a course of hospital training for at least two months and produce a Certificate of Proficiency

If the Central Committee wish to re engage a Nursing Sister for a further period of service, they will send a form recommending her for re engagement stating the date on which she will be prepared to commence her hospital course This form will be forwarded some weeks before the return of the Nursing Sister so that the necessary arrangements can be made

This course can be carried out either in England or India at such hospitals as the Central Committee may approve of

Pay at the prescribed rates will be granted during this period without allowances

7 When a Nursing Sister is appointed under these Rules a second class saloon passage to India will be provided for her generally by a steamer of the Peninsular and Oriental Steam Navigation Company sailing from London to Bombay An allowance of £10 will be made for railway journeys and all incidental travelling expenses from the Nursing Sister s place of residence to her destination

8 The prescribed uniform which will be worn on all occasions when on duty will be obtained by each

Nursing Sister, on her arrival in India, from a firm authorised to provide the regulation outfit £5 of the sum authorised for outfit will be given to the Nursing Sister when she has signed her contract Every Nursing Sister will be supplied with the silver badge of the Association, which she shall always wear when on duty, and this must be given up to the Secretary of the Provincial Committee at the end of her service

9 Nursing Sisters on appointment are required to be inoculated against Enteric Fever, before leaving England

10 A Nursing Sister's service begins on the date of her embarkation for India, and her salary will be Rs 75 a month, rising—

After 3 years' service to		.	Rs 85 (£5-13-4)
„ 6 „ „	(should she re-engage) .	„	95 (£6 6 0)
„ 9 „ „	. .	„	105 (£7-0-0)

The salary for the first month of service, calculated at 1*s* 4*d* for each rupee and amounting to Rs 75 (£5), will be paid before she leaves England Afterwards, it will be paid each month in arrear, through the Committee of her Provincial Branch in India

As there is no pension whatever attached to an appointment in this service, it is compulsory and to the monetary advantage of each Nursing Sister to contribute (not less than Rs 5 or more than Rs 10 per mensem) to the Provident Fund of the Association, exemption from this rule only being possible in the case of those who belong to some similar Institution already

Upon conclusion of complete and approved service each member will receive from the Association an ad-

dition to the total sum she herself has contributed to the Provident Fund an equivalent to 50 per cent

11 After landing at Bombay every Nursing Sister will be subject to the Rules of the Central Committee She will be bound by the existing Rules of such Committee, and also by those that may be brought into force from time to time in the interests of the Association

She will be posted to a Local Branch, and she will be liable to be transferred as occasion shall require

All Nursing Sisters entering into the service of the Association must distinctly understand that during the period of their Agreement they must undertake whatever cases the Local Committee find it necessary to send them to

All fees due for a Nursing Sister's services will be paid direct to the Provincial Committee, and no Nursing Sister may receive a gratuity from a patient

Nursing fees for exceptional cases will, as in ordinary cases, be fixed by the Provincial Committe, in consultation with the Central Committee

12 The Provincial Committee will have charge of the accommodation provided by the Local Government for the Association Nursing Sisters, and will also arrange for board washing, servants, and medical attendance At the end of the first two years of service Rs 100 will be allowed annually for the upkeep of uniform

13 Each Nursing Sister must agree to refund to the Indian Nursing Association *all* monies advanced to her at the time of engagement including passage *money out, should she for reasons not approved by the* Central Committee fail to keep her contract, or should

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the Central Committee find it necessary to terminate her engagement, owing to misconduct Broken periods of a year are not recognized in the matter of refund due to the Association

As regards the *passage* money, she will be required therefore, on signing her agreement, to find two responsible sureties who will undertake to guarantee such repayment according to the following scale £33 (*plus* £10 advanced for incidental expenses) for those who resign before the full completion of the first year of service, those who have completed only one year's service, £26 8 (*plus* £8), those who have completed only two years' service, £19 6 (*plus* £6), similarly, for three years' service, £13 4 (*plus* £4), and four years', £6 12 (*plus* R2)

A proportionate refund of uniform allowance will also be exacted according to the period served in each case

14 A Nursing Sister, who shall complete her full term of agreement, shall have a free second class passage to London, assessed at the actual cost of second class P and O, grade B, between Bombay and London, in the event only of her leaving by ship sailing within three months after the termination of her engagement, *plus* Rs 60 towards incidental expenses, *viz*, shipping charges, steamer tips, railway fare from port of landing to Nurse's residence, in addition to 2nd class rail to port of embarkation with three maunds luggage free, also one seat by any conveyance for such part of the journey as has to be made by road *This ruling is subject to such modifications as may be* necessary, should passages be provided in a Government transport, as well as to any further increased

reduction of passage fares which may be granted in the future by the shipping companies A Nursing Sister whose term of service is shortened under Rule 4 will not be entitled to claim a return passage on the completion of such shortened term

If a Nursing Sister is unable, at any time, on account of serious illness, to complete her term of service, and her return to England is recommended by the Provincial Medical Board her engagement may be terminated by the Central Committee, and her return passage to London will in that case be provided In such a case no penalty such as is provided in Rule 13 will be inflicted for failure to complete the term of service

Should a Nursing Sister fail to complete her full term of service she will be required to give an undertaking that, in the event of her remaining in India, she will refrain for a period of three years from practising within some fixed radius of the Centre or Centres to which she has been attached

A Nursing Sister, who is granted a return passage to London under this Rule, will receive her salary up to the date of her embarkation for England but for no subsequent period The rule which permits a Nursing Sister—for private reasons—to delay her departure from India for a period of three months does not admit of salary for such period or for any portion of it Salary in this case will cease on the expiration of a Sister's term of engagement

15 The Central Committee may, on the recommendation of the Provincial Committee, dismiss a *Nursing Sister for serious misconduct proved against* her, after full enquiry and after the Nursing Sister

has been given the opportunity of explaining any matters alleged in evidence against her A return passage to London will not be provided in any such case Pending an enquiry under this Rule, it shall be competent to the Chief Lady Superintendent to suspend from duty a Nursing Sister against whom serious misconduct is alleged

16 Leave will be granted annually for one month *on full pay, travelling allowance Rs 50, with such* extensions as in the opinion of the Provincial Committee may be necessary under special circumstances It must, however, be clearly understood that such travelling allowance will only be given for this specific purpose, and in no case is it to be regarded as a "leave" allowance It must further be borne in mind that such leave will only be granted upon the distinct understanding that a Sister rejoins her appointment at the termination of it It shall also be competent to the Central Committee to grant leave on medical certificate up to 3 months (in or out of India), but in this case travelling expenses will not be paid by the Association In the former case some assistance will be rendered if necessary

During prolonged sickness full salary will be given for a period not exceeding three months After that a subsistence allowance will be admissible for a further period of three months Sick leave cannot be extended beyond three months

QUALIFICATIONS—PAY—QUARTERS, ETC, FOR NURSING SISTERS ENGAGED IN ENGLAND AND INDIA

General Service and Posting of Nursing Sisters

1 Nursing Sisters must engage for general service throughout India and Burma The Province to which they are posted will be decided by the Central Committee

Qualifications of Nursing Sisters

2 The Nursing Sisters as a rule must have been trained in England and they must be in possession of Maternity Certificates But English ladies trained in recognized Indian Hospitals and with experience of private nursing will also be eligible The limit of age is 40

Certificate necessary

3 (*a*) Three years training in a General Hospital approved by the Central Committee
(*b*) One year's experience in private nursing
(*c*) Midwifery Diploma in all cases
(*d*) Certificate of birth sound health and good moral character

Pay of Nursing Sisters*

4 Rupees 75 per month (with board lodging, washing and attendance) rising—

After 3 years' service to	Rs 85
, 6	, 95
, [illegible]	105

as there is no pension whatever attached to an appointment in this service it is compulsory and to the mone

* Should it be necessary for any cause to engage a nurse without maternity qualification her salary will be subject to a deduction of Rs 5 per mensem

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tary advantage of each Nursing Sister to contribute (not less than Rs 5 or more than Rs 10 per mensem) to the Provident Fund of the Association, exemption from this rule only being possible in the case of those who belong to some similar Institution already

Upon conclusion of complete and approved service each member will receive from the Association an addition to the total sum she herself has contributed to the Provident Fund an equivalent to 50 per cent

Quarters

5 The Government of each Province will provide the necessary quarters for their allotment of Nursing Sisters, in the hills as well as in the plains, and furnish and maintain them as Government buildings

Period of service of Nursing Sisters and *terms of* agreement

6 The agreement with Nursing Sisters engaged out of India to be for five years, and subject to renewal for two further periods of five years each, by mutual consent, or the five years can be subsequently shortened by arrangement, 6 months' notice being required on either side Each Nursing Sister must agree to refund to the Indian Nursing Association all monies advanced to her at the time of her engagement, including passage money out should she for reasons not approved by the Central Committee fail to keep her contract, or should the Central Committee find it necessary to terminate her engagement, owing to misconduct From the date on which the notice of resignation is accepted she will cease to be entitled to any of the privileges granted by the Nursing Association

She will be required, therefore, on signing her agreement to find two responsible sureties who will undertake to make such repayment according to the following scale £33 (*plus* £10 advanced for incidental expenses) for those who resign before the full comple

tion of the first year of service, those who have completed one year's service, £26 8 (*plus* £8), those who have completed only two years' service, £19 6 (*plus* £6), similarly for three years' service, £13 4 (*plus* £4), and four years' £6 12 (*plus* R2) It should be borne in mind that broken periods of a year are not recognized in the matter of refund due to the Association

A proportionate refund of uniform allowance will also be exacted according to the period served in each case

7 Nursing Sisters, engaged in England, who shall complete their full term of agreement, shall have a free second class passage home (assessed at the actual cost of second class P & O grade B, between Bombay and London), in the event only of their leaving by a ship sailing within three months after the termination of the engagement, *plus* Rs 60 towards incidental expenses, *viz*, shipping charges, steamer tips railway fare from port of landing to Nurse's residence, in addition to three maunds of luggage free also one seat by any conveyance for such part of the journey as has to be made by road This ruling is subject to such modifications as may be necessary, should passages be provided in a Government transport, as well as to any further reduction of passage fares which may be granted in the future by the shipping companies

8 A modification of the five years' contract to one of not less than three years can be permitted under the following conditions —

(1) Three-fifths of the full fare only to be given for passage out and back

(2) In the event of a Sister, however, completing five years, the other two fifths to be given her at the expiration of her service

(3) Nurses who engage for five consecutive years to have no claim under this ruling Retrospective effect will not be permitted under any circumstances

Nursing Sisters engaged in India will serve a probationary period of six months Their engagement to be for three years (terminable sooner at option of either party on six months' notice), and open to renewal for two further periods of three years each by mutual consent Probationary Nursing Sisters, if not confirmed in their appointment, will not be eligible for any of the ordinary concessions granted to members of the regular Nursing Staff, *e g*, refund of travelling expenses to or from place of engagement to destination

All Nursing Sisters on appointment are required to be inoculated against enteric fever

Should a Nursing Sister fail to complete her full term of service she will be required to give an undertaking that, in the event of her remaining in India, she will refrain for a period of three years from practising within some fixed radius of the Centre or Centres to which she has been attached

A Nursing Sister who is granted a return passage to England will receive her salary up to the date of her embarkation, but for no subsequent period The rule which permits a Sister—for private reasons—to delay her departure from India for a period of three months, does not admit of salary for such period or for any portion of it Salary in this case will cease on the expiration of a Sister's term of engagement

The first month's salary in full, or, if preferred by the Nurse, half that of the first and second months following engagement (in India) will be retained for a time, say six months, to justify the outlay on her joining travelling expenses.

9. In the case of temporary engagements, the salary is fixed at the rate the Nurse, if an ex-Minto Sister, was receiving at the time of her leaving the Association. In the event of the applicant for temporary work being a private Nurse, the salary is fixed at Rs 85 per mensem, and upon the conclusion of complete and approved service, deferred pay at the rate of Rs. 10 per mensem will be granted in view of the temporary character of the work undertaken The period of engagement in all such cases will usually embrace a term of not less than six months.

Every Nursing Sister will be subject to the Rules of the Central Committee. She will be bound by the existing rules of such Committee, and also by those that may be brought into force from time to time in the interests of the Association She will be posted to a Local Branch, and she will be liable to be transferred as occasion shall require.

In the event of a Nursing Sister requesting a transfer for private reasons, or in the event of it being necessary to post her to another Branch on account of unsuitability or misconduct before the expiration of at least two years' service, she will be expected to bear the cost of such transfer herself.

All Nursing Sisters entering the service of the Association must distinctly understand that during the period of their agreement they must undertake

whatever cases the Local Committee find it necessary to send them to.

They must agree to give their entire time and services to the Association whilst in its employment, and to appear in uniform at all times when on duty.

Outfit.

10. A Nursing Sister on entering the Association will be entitled to draw clothing from a specified firm to the value of Rs. 200 to cover a period of two years, and to the value of Rs. 100 annually afterwards.

Re-engagement of Nursing Sisters.

11. All Nurses who wish to re-engage after their first or subsequent periods of service must go through a course of hospital training for at least two months and produce a certificate of proficiency.

This course can be carried out either in England or India at such hospitals as the Central Committee may approve of. This approval must be secured *before* the hospital course is entered upon—from the Central Committee in the case of Nursing Sisters in India, or from the Home Branch of the Central Committee in the case of those in England. Pay at the prescribed rates will be granted during this period, without allowances.

Midwifery Retaining Fee.

Nursing Sisters who go home to take their Central Midwives' Board Diploma (provided that they return within a period of six months) are given a retaining fee of Rs. 30 or £2 per mensem, and similarly for those who take the qualification in India. By this concession, of course, it is taken for granted that the Sister so financed will complete her full service, failing which the expenditure thus occasioned will fall under the rules regarding refunds.

Nursing Sisters must remember that, if re engaged, no promise can be given them as to the Branch to which they will be attached

Every Nursing Sister will be supplied with the silver badge of the Association which she must wear at all times when on duty, and this must be given up to the Honorary Secretary of the Provincial Committee or to the Lady Superintendent at the end of her service

Privilege leave

12 One month each year on full pay with travelling allowance of Rs 50 with such extensions as in the opinion of the Provincial Committee may be granted under special circumstances It must, however, be clearly understood that the travelling allowance will only be granted for this specific purpose, and in no case will it be regarded as a ' leave " allowance It must also be further borne in mind that such leave will only be granted on the distinct understanding that a Sister rejoins her appointment at the termination of it

Sick leave.

13 Leave on medical certificate on full pay may be granted to England or to any place in India at any time during a Nursing Sister's term of service, for a period not exceeding three months Such charges will be arranged for by the Central Committee

Short interval of leave or rest may be granted on full pay from time to time at the discretion of the Provincial Committee

Messing

14 This will be provided free under arrangements to be made by the Provincial Branches

Lady Superintendents and Provincial Secretaries

15 Where the allotment of Nursing Sisters exceeds eight, a paid Lady Superintendent qualified as a Nursing Sister, to be appointed at a salary of Rs 150

a month, with board and lodging A lady or gentleman of the locality, likely to take an active interest in the work and who will be stationed at the place for some time, to be invited to act as Provincial Secretary, without remuneration.

16 The agreement entered into by a Lady Superintendent (engaged out of India) with the Central Committee will be for a period of five years, and such engagement can be terminated on either side by giving six months' notice Should the Lady Superintendent fail to keep her part of the contract, the Central Committee reserve to themselves the right of demanding a return of the passage money (either whole or in part) A return passage will be given at the expiration of the term of service Salary will commence from date of embarkation

Lady Superintendents engaged in India are required to pledge their services for a period of three years (terminable sooner at option of either party on six months' notice) and open to renewal for two further periods of three years each by mutual arrangement

A free passage to London (or to any place within the limit of the cost of a second class passage to London) will be provided in the case of Lady Superintendents and Nursing Sisters (whether English, American, or Australian trained) engaged in India, for the usual term of three years, provided that an undertaking has been given to extend their service to five years This for a Nursing Sister will be assessed at actual cost of second class, saloon, P. & O , grade B, between Bombay and London, and that for a Superin-

tendent as above, but grade A These rulings are subject to modifications See para 7

One month each year on full pay will be allowed Sick leave or privilege leave will be granted according to the individual case in question

In the case of illness incapacitating a Nursing Sister for further duty, the Central Committee reserve to themselves the right of terminating the engagement at such time as they shall deem it expedient to do so in the interests of the Nursing Sister herself and the Association and in this case a second class passage home will be provided

During sickness full salary will be given for a period of three months after the expiration of which half salary will be granted for a second period of three months only

The Lady Superintendent will be strictly responsible for all arrangements necessary for the efficient direction and general management of the Home to

s will include the
aff and the regular
the Central Com
mittee

Applicants for the post of Lady Superintendent will be required to furnish the Central Committee with certificates of sound health and good moral character Experience in organization and in the management and direction of Nurses essential

17 Any member of the Nursing Staff of the Association can be dismissed by the Central Committee without previous notice on proof of serious misbehaviour or insubordination to superior authority

Dismissal for misconduct

Where to apply to in England

18 Nurses wishing to join the Association should apply to

Miss Sidney Browne, R R C,
St Andrew's House,
31A, Mortimer Street, London, W

Selection of Indian trained nurses

19 Nurses in India are selected by the Chief Lady Superintendent of the Association, to whom application should be made (Nursing Association Office, Wellesley Place, Calcutta December to March, or Viceregal Lodge, Simla, April to November)

GENERAL RULES

The Association was founded with the object of supplying fully trained and experienced nurses for the benefit of the European population throughout Northern India and Burma The Up Country and Punjab Nursing Associations have been incorporated The nurses are principally recruited from the best hospitals at Home, but those trained in certain recognised Indian hospitals with experience of private nursing are also eligible

Annual Subscribers

Subscriptions may be received at any time during the year, and should be paid to the Honorary Secretary of the Provincial Branch

Any person upon payment of subscription becomes a member of the Association—can vote at the annual meeting—has first claim on the services of the Nursing Sister at greatly reduced rates, and such subscription includes all the legitimate members of the family

Those persons who tender their subscription to cover an immediate case of sickness, or with the object of engaging a nurse for a maternity case in advance will be required to pay at full non subscribers' rates during such period of time as shall be fixed by the Local Committees of the various Provinces before being permitted to enjoy the privileged rates conceded to subscribers

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When a nurse is demanded by a non subscriber, the said nurse is liable to be recalled upon 24 hours' notice if a *subscriber* should require her services, unless the applicant at once forwards the usual qualifying sub scription (according to income) to the Local Branch, *with whom is left discretionary powers to refuse such* cases should they consider this course necessary in the interests of the Association

In all maternity cases fees will be charged from the specified date whether the nurse's duty begins from such date or later, and a penalty of Rs 75 will be imposed on all those who, having reserved the services of a maternity nurse, cancel such arrangement with the Local Branch

As regards maternity cases a fixed fee has been substituted for the daily rate, half the said fixed fee to be paid at the time of booking This fee will be retained towards the above penalty in the event of a contract being cancelled

A Provincial Branch can, however, remit the penalty in a case where no pecuniary loss is involved to the Association, and where reasonable notice has been given

Subscribers of any particular Province are permitted to avail themselves of the services of nurses belonging to other Provinces where they (the subscribers) may happen to be temporarily staying

It is admissible for a subscriber of another Province, if within reasonable distance, to requisition the services of a nurse through the Honorary Secretary of his or her Local Branch, the respective Committees being empowered to arrange such matters at their own

discretion, the subscription in every case being retained by the subscriber's own Province

Subscribers cannot demand the services of a particular nurse, though every effort will be made to meet any such request

No person will be eligible as a subscriber who is unable to provide suitable European accommodation and food for the nurse

Subject to confirmation by the Local Committee, Honorary Secretaries may exclude from the benefits of membership subscribers who have in any respect failed to accord proper treatment to a nurse

Honorary Secretaries or Lady Superintendents of Local Branches are empowered to withdraw a nurse from a case when they consider it necessary to do so in the interests of the nurse or for her protection A subscriber from whom a nurse has been withdrawn will cease to be a member of the Association

Rates of Nursing Sisters' Fees

Non Subscribers

Ordinary cases and Infectious cases	Rs. 10 per diem
Maternity case	Rs 300 per mensem

Subscribers

	Incomes up to Rs 750 per mensem	Incomes above Rs 750
Ordinary and Infectious cases	Rs 4 per diem Rs 100 (15 days)	Rs 6 per diem Rs 140 (15 days).
Maternity case	Rs 150 per mensem	Rs 210 per mensem

Subscribers or non subscribers may secure the services of a nurse for a purely temporary need, *e g*, poulticing, dressings, etc, at the following rates —

Rupee 1 for the first hour for subscribers up to a maximum to be fixed according to the sliding scale of daily fees in force in the particular Province, all non subscribers to be charged at the rate of Rs 2 per hour up to a maximum of Rs 8

It must be clearly understood that a "temporary need" cannot be held to cover an ordinary case and that such demands can only be complied with if a nurse is available and on the condition that such visits in nowise interfere with ordinary calls

Slight alterations in the above fees, etc, to suit local conditions have been sanctioned for Eastern Bengal, Burma, and Baluchistan

Infectious cases will also include a period of quarantine according to nature of illness

Fare second class between the Nursing Home and patient's residence and back, *plus* a fixed daily messing charge of Rs 6 for each day spent on the journey, will be charged for each Nursing Sister employed, *plus* actual expenses incurred for conveyance by road or river, and for such incidental charges as telegrams, postage, etc

BOARD, LODGING, ETC, AT PATIENT'S RESIDENCE

Suitable arrangements must be made for these *free* The staff will be under strict regulation in the matter of their duty, hours of work, rest, recreation and con-

duct generally, and each Nursing Sister will have a copy of the rules in her possession

Special Conditions on which Nurses can be supplied to Indian Ladies and Gentlemen, or to foreigners residing in India

It must be distinctly borne in mind that the Association Nurses can only be supplied to Indian Ladies and Gentlemen under the following conditions —

(1) That the number of nurses unemployed in the Home at the time is, in the opinion of the local Committee, more than sufficient for the needs of the registered subscribers

(2) That the applicants are living in undoubted European fashion and in all cases able to provide suitable accommodation and food for the nurse

(3) That only Nurses who volunteer are sent

(4) That a special fee of Rs 10 per diem is charged in all such cases, to be apportioned in the following manner —

	Rs
Central Committee	5
Provincial Committee	2
Nursing Sister	3

Special Subscription Rates for Regiments and Firms

To enable regiments and large firms to avail themselves, as a whole, of the benefits of the Association, the following rates have been arranged —

(1) Members of any recognised firms whose firm shall make an annual subscription of Rs 50

and whose numbers do not exceed 12 Over that number Rs 5 per head per annum (names of such members to be submitted annually when subscription is paid to Provincial Branch)

(2) Officers of a regiment, whose regiment shall make an annual subscription of Rs 100 in the case of regiments of the British service Rs 75 in the case of brigade of Artillery and Rs 50 in the case of regiments of the Indian Army and Officers on the staff of an Arsenal, Rs 25 in the case of batteries and corps of Frontier Militia

The fees in all cases are regulated according to income

The rates for subscribers have been arranged so as to place nurses within the reach of all, and are in the nature of an insurance that rich and poor shall obtain proper nursing in time of sickness

LOCAL BRANCHES

AND

RATES OF SUBSCRIPTIONS.

Provinces	Centres	When nurses are required address as below.
Punjab North West Frontier Province	Murree (summer), Rawal Pindi (winter)	Lady Superintendent, The Retreat, Murree, 32, Lawrence Road, Rawal Pindi Telegrams "Nursing," Rawal Pindi or Murree (according to season)
United Provinces	Naini Tal (summer), Bareilly (winter)	Lady Superintendent, Langham House, Naini Tal, 61, Cantonments, Bareilly. Telegrams "Nursing," Bareilly or Naini Tal (according to season).
Central India	Indore . .	Honorary Secretary, The Residency, Indore.
Assam .	Shillong . . . Silchar Dibrugarh	Lady Superintendent, Sister's Quarters, Dibrugarh Telegrams: "Nursing," Shillong, Silchar, and Dibrugarh
Central Provinces .	Pachmarhi . .	The Honorary Secretary Telegrams: "Nurses," Pachmarhi
Baluchistan	Quetta . .	The Honorary Secretary. Telegrams "Lamination," Quetta.
Rajputana .	Ajmer . .	The Honorary Secretary. Telegrams: "Mintoraj" Ajmer.
Burma . .	Rangoon . Maymyo	The Honorary Secretary Telegrams: "Nursing," Rangoon
Bengal	Calcutta . . Jalpaiguri Chittagong . .	"Sister," 12 1, Camac Street, Calcutta Telegrams: "Sister," Calcutta "Nursing" Jalpaiguri "Nursing," Chittagong

Rates of Subscriptions

Subscription to be made payable to—	Rates of annual Subscriptions
Honorary Secretary Lieutenant Governor's Camp Punjab	Incomes of Rs 500 and under per mensem Rs 10 above Rs 500 „ 20
Honorary Secretary Allahabad Bank Limited Naini Tal (summer) Bareilly (winter)	Incomes up to and under Rs 750 per mensem Rs 10 of and above „ „ [illegible]0
Honorary Secretary The Residency Indore	Income up to and under Rs [illegible]0 per mensem Rs 10 of and above „ 750 20
[illegible]	[illegible]
Honorary Secretary Pachmarhi	Incomes of Rs 1 000 per mensem R[illegible] 1 per month above Rs 1 000 Rs. 2
Honorary Secretary Quetta.	Incomes up to Rs 750 per mensem Rs 10 above Rs 750 „ 20
Honorary Secretary Ajmer	Annual individual subscription Rs 15 Family subscription 30
Honorary [illegible] Rangoon	[illegible] 10 1[illegible] 20 [illegible]5 30
Honorary Secretary Governor's Camp Bengal	Jalpaiguri. A[illegible]al subscriptions— Age[illegible]t Tea Estate Rs 10 per head. Ma[illegible]ge[illegible]s 10 Assistant Managers 5

Provinces	Centres	*When nurses are required* address as below.
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United Provinces	N [illegible]	[illegible] -ngham House, [illegible] nts, Bareilly [illegible] reilly or Naini
Central India	*Indore* . .	*Honorary Secretary, The Residency,* Indore.
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Central Provinces .	Pachmarhi . .	The Honorary Secretary. Telegrams : "Nurses," Pachmarhi
Baluchistan	Quetta . .	The Honorary Secretary. Telegrams "Lamination," Quetta
Rajputana .	Ajmer . .	The Honorary Secretary. Telegrams : "Mintoraj," Ajmer.
Burma . .	Rangoon . . *Maymyo*	The Honorary Secretary. *Telegrams : "Nursing," Rangoon*
Bengal .	Calcutta . . Jalpaiguri . Chittagong . .	"Sister," 12-1, Camac Street, Calcutta Telegrams : "Sister," Calcutta "Nursing," Jalpaiguri. "Nursing," Chittagong

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[illegible]	[illegible] ler
Honorary Secretary Pachmarhi	Incomes of Rs 1 000 per mensem Re 1 per month „ above Rs 1 000 Rs 2 „
Honorary Secretary Quetta	Incomes up to Rs 750 per mensem Rs 10 above Rs 750 „ 20
Honorary Secretary Ajmer	Annual individual subscription Rs 15 Family subscription 30
Honorary [illegible] Rangoon	[illegible] Rs 10 1[illegible] [illegible]0 2[illegible] 30
Honorary Secretary Governor's Camp Bengal	Jalpaiguri Annual subscriptions— Agent Tea Estates 1 10 per head Managers [illegible] „ Assistant Managers [illegible]

Information regarding certain Hospitals and Homes, which take in private patients at moderate rates can be obtained, also any further particulars regarding the Association, on application to the Chief Lady Superintendent, Viceregal Lodge, Simla—April to October, Nursing Association Office, Wellesley Place, Calcutta—November to March

RAILWAY CONCESSIONS

Through the generosity of the Railway authorities the following concessions have been secured for Lady Minto's Indian Nursing Association —

On the North Western Railway Lady Nurses (in uniform) of all recognised Nursing Associations are allowed to travel in the next higher class for which they have paid fares

On the Oudh and Rohilkhand Railway Nurses (in uniform) belonging to the Up Country Nursing Association* are allowed to travel in the next higher class of carriage to that for which fares are paid

On the Rohilkund and Kumaon Railway Nurses of Lady Minto's Indian Nursing Association are allowed to travel in the next higher class for which fares are paid

On the Bengal and North Western Railway (including Tirhoot Railway) Nurses travelling on duty are permitted to travel first class at second class fares

On the East Indian, Eastern Bengal State (including Bengal Duars and Cooch Behar Railways) Tezpur-Balipara, Jorhat State, Dibru Sadiya, Assam Bengal, Bengal Nagpur, Jodhpur Bikaner, Great Indian Peninsula, Bombay, Baroda and Central India, and Burma Railways Nurses of Lady Minto's Indian Nursing Association are allowed to travel in the next

* Now incorporated with Lady Minto's Indian Nursing Association

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[*] Now incorporated with Lady Minto s Indian Nursing Association

higher class to that for which they have paid fares On the Madras Railway they are allowed to travel first class on payment of second class fares and second class on payment of half second class fares

On the Kalka Simla Railway Nurses of Lady Minto's Indian Nursing Association are allowed to travel in first class on payment of second class fare and second class on payment of half second class fare

On the Darjeeling Himalayan Railway Nursing Sisters of Lady Minto's Indian Nursing Association when travelling on duty, are accorded the privilege of travelling in the next higher class on payment of the next lower class

STEAMER CONCESSIONS.

The following concession has also been obtained for the Association in communication with the Rivers Steam and India General Steam Navigation Companies, that the Nursing Sisters, travelling on the *Companies' steamers in the course of their business,* shall be entitled to travel at half the ordinary fares in force from time to time on the different services in Eastern Bengal and Assam

Messrs Mackinnon, Mackenzie and Co have granted a special rebate of $33\frac{1}{3}$ per cent to Nurses belonging to Lady Minto's Indian Nursing Association when travelling on duty between Calcutta and Rangoon

The Peninsular and Oriental Steam Navigation Company have generously accorded a 5 per cent reduction to members of Lady Minto's Indian Nursing Association on all passages taken by their steamers on the production of the usual certificate

The following concession has been obtained from the Irrawaddy Flotilla Co, namely, that the Nursing Sisters of Lady Minto's Indian Nursing Association shall be allowed to travel during certain months of the year at half fares

CALCUTTA
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